WAGE RATES *in* UNION AGREEMENTS

IN EFFECT

FEBRUARY 1, 1948

With FINDING LISTS by:

- INDUSTRY
- UNION
- GEOGRAPHIC AREAS
- SIZE OF COMMUNITY

Special Report Prepared by
THE BUREAU OF NATIONAL AFFAIRS
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FORWARD

A few years ago, this book would not have been possible. The terms of collective bargaining contracts, and particularly their wage scales, were shrouded in the deepest secrecy. Before the war, however, this attitude was breaking down. The influence of wartime wage stabilization, which led to publicized "going wage rates" for different industries and communities, also helped negotiators to understand that intelligent wage bargaining can be conducted only against a background of facts.

This special report is that first comprehensive attempt to provide negotiators with facts needed for today's wage bargaining. It is published in the belief that it will fill a long-felt need; that, given the facts on wage rates being paid in other companies, industries and areas, bargaining over wages in a particular plant or business will be made smoother.

3 June 48 TALMADGE

WHAT THIS REPORT IS The present volume presents what roughly may be labeled the wage picture at the end of the second postwar round. It sketches the factual background as 1948 wage bargaining gets under way. It brings together in one volume rates being paid in manufacturing and nonmanufacturing industries throughout the country, as reflected in approximately 700 agreements selected from BNA's files. The rates are reproduced just as they are shown in the agreements themselves.

Necessarily, because of space limitations, this report could not show all the wage data which is to be found in BNA's library of union agreements. Instead, the agreements have been selected for reproduction in such a way as to provide the most comprehensive cross-section of the wage scene.

HOW THE REPORT IS SET UP To make this research tool more servicable, listings of wage rates from each contract are preceded by the following facts: (1) names of company and union, where these are not confidential; (2) geographical area in which the company operates; (3) size of community in which operations are located; (4) date the rates became effective; (5) wage reopening date, that is, when the rates are subject to revision; and (6) the amount of bonus paid for shift or night work.

Some contracts specify only the hiring or minimum wage. Other agreements which set out full scales of wage rates to not describe the job classifications to which the scales apply. Some of these scales are reproduced as guides to minimum and maximum rates and as clues to the nature of any wage progression.

Many agreements, of course, do not describe wages at all, omitting even hiring or minimum rates. This is particularly true in piece-work industries. Also, contracts in several industries were largely in process of negotiations in late 1947 or early 1948, and rate information was not available when this report was being compiled. Among those industries for which data in this volume are lacking or of a limited nature are clothing, fur, leather and shoes, railroads, and several of the service trades.

FINDING LISTS Four finding lists appear at the end of the volume. One facilitates checking of rates by union, another by area, and the third, by size of community.

An industry cross-reference list is also provided. It shows the pages where the rates for any industry may be found, and offers suggestions as to other industries which may be examined for similar or related jobs.

HOW THE REPORT MAY BE USED Primarily, of course, this report permits checking of rates for specific jobs. Comparable rates within the same industry are easily located. Broader checking into other portions of the volume offers views of related rates in other industries, in the same or other areas, in various-size communities, etc.

The report serves, too, as a guide to the general level of wages in any given industry. The nature of inter-industry differentials is readily apparent upon comparison of basic jobs in the different industries.

Relationships between jobs in a plant may also be determined. Examination of the comprehensive wage schedules provided by some agreements reveals the spread between rates, for example, from the common laborer, to the semi-skilled, to the skilled craftsman.

It should be noted that rates for clerical and maintenance employees, especially, appear in many of the industry breakdowns. Other basic jobs, too, appear in a great many industries. Thus, rates for machinists or tool and die makers appear in all metal working industries, as well as numerous others.

A NOTE OF CAUTION

Whether the report is used in negotiations, arbitration proceedings, teaching, or drafting of intra-plant wage relationships, there must be recognized several limitations inherent in wage material of this nature.

For one thing, rates are often not directly comparable. The distinction between incentive and time-work rates is a prime example. While hourly rates indicate the full pay for an hour, rates for incentive workers may yield hourly earnings well above the base. In all cases, however, the editors have presented any clue offered by the agreement to earnings expectancy over the incentive base rate.

Another point to keep in mind is that the name of a job is only a rough guide to duties covered. Similar job titles may in reality cover dissimilar tasks. In a few cases, the editors have included detailed job descriptions appended by the agreement to the rate schedules.

Although all scales cited in this report were negotiated subsequent to January 1, 1947, a few were scheduled for revision before February 1948. In one instance, for example, rates effective in July 1947 are noted as subject to reopening in December 1947. Reference to these rates after December, therefore, must be tempered with the realization that they may no longer be current.

On shift bonuses, the editors have presented the size of the premium payment for shift or night work. Though many contracts, in addition, provide paid meal periods on shift operations, these have not been noted, for they generally are tied to shift-scheduling problems not linked fundamentally to wage payments. It should also be kept in mind that absence of a shift-bonus provision in an agreement generally indicates absence of shift operations, and not failure to pay a bonus for such work.

A WORD OF THANKS

In presenting this volume, The Bureau of National Affairs wishes to express its grateful appreciation to the companies and unions which have provided copies of their agreements, and particularly to those which have granted permission to reproduce wage scales identified by company and union name. It is our earnest hope that users of this report, recognizing the vital function it serves, will cooperate by sending BNA copies of their agreements, negotiated during 1948, with similar permission to use the wage material contained in them. Company and union officials who make their wage rate public information are no longer merely a handful of courageous pioneers, but an ever-growing group of public-spirited citizens, serving as they do the interest of free collective bargaining.

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AIRCRAFT

COMPANY: Confidential

UNION: Engineers Union

LOCATION: Pacific

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

EXEMPT CLASSIFICATIONS	SALARY GRADE	40 HOURS MIN. - MAX.	44 HOURS MIN. - MAX.	48 HOURS MIN. - MAX.	52 HOURS MIN. - MAX.
AERODYNAMICIST "A"	9	$325 - $485	$375 - $530	$420 - $575	$470 - $620
AERODYNAMICIST "B"	4	265 - 385	305 - 435	345 - 485	385 - 535
AERODYNAMICS ENGINEER "A"	13	470 - 635	515 - 675	565 - 715	610 - 755
CONTRACT SPECIFICATIONS ENGR. "A"	9	325 - 485	375 - 530	420 - 575	470 - 620
COORDINATOR "A"	10	350 - 510	400 - 555	450 - 595	495 - 640
DESIGN SPECIALIST "A"	16	625 - 800	665 - 840	705 - 880	745 - 920
ENGINEERING DESIGNER "A"	12	425 - 595	475 - 635	520 - 675	570 - 715
ENGINEERING DESIGNER "B"	8	315 - 460	360 - 505	410 - 555	455 - 600
ENGINEERING LIAISON MAN "A"	9	325 - 485	375 - 530	420 - 575	470 - 620
FIELD SERVICE REPRESENTATIVE "A"	11	385 - 555	435 - 595	485 - 635	535 - 675
FIELD SERVICE REPRESENTATIVE "B"	4	265 - 385	305 - 435	345 - 485	385 - 535
FLIGHT TEST ANALYST "A"	9	325 - 485	375 - 530	420 - 575	470 - 620
FLIGHT TEST ENGINEER "A"	12	425 - 595	475 - 635	520 - 675	570 - 715
PRELIMINARY DESIGN ENGINEER "A"	16	625 - 800	665 - 840	705 - 880	745 - 920
PRODUCTION DESIGN ENGINEER "A"	11	385 - 555	435 - 595	485 - 635	535 - 675
PRODUCTION DESIGN ENGINEER "B"	6	290 - 415	335 - 465	375 - 515	420 - 560
RESEARCH ENGINEER "A"	12	425 - 595	475 - 635	520 - 675	570 - 715
RESEARCH LABORATORY ANALYST "A"	7	305 - 430	350 - 480	395 - 525	440 - 575
SALVAGE ENGINEER "A"	9	325 - 485	375 - 530	420 - 575	470 - 620
SENIOR TOOL ENGINEER "A"	11	385 - 555	435 - 595	485 - 635	535 - 675
SENIOR TOOL ENGINEER "B"	7	305 - 430	350 - 480	395 - 525	440 - 575
SERVICE ENGINEER "A"	9	325 - 485	375 - 530	420 - 575	470 - 620
STRESS ANALYST "A"	9	325 - 485	375 - 530	420 - 575	470 - 620
STRESS ANALYST "B"	4	265 - 385	305 - 435	345 - 485	385 - 535
STRUCTURES ENGINEER "A"	12	425 - 595	475 - 635	520 - 675	570 - 715
WEIGHT CONTROL ENGINEER "A"	9	325 - 485	375 - 530	420 - 575	470 - 620
WIND TUNNEL TEST ENGINEER "A"	6	290 - 415	335 - 465	375 - 515	420 - 560
NON-EXEMPT CLASSIFICATIONS					
ENGINEERING LIAISON MAN "B"	2	245 - 345			
FLIGHT TEST ANALYST "B"	2	245 - 345			
JUNIOR ENGINEER "A"	3	260 - 360			
JUNIOR ENGINEER "B"	0	215 - 315			
RESEARCH LABORATORY ANALYST "B"	1	235 - 335			
TOOL ENGINEER "A"	3	260 - 360			
TOOL ENGINEER "B"	0	215 - 315			

COMPANY: Confidential

UNION: Machinists

LOCATION: Pacific

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: After 6 mos.

Rates: "A" Plant Guards start at $1.10, receive $1.15 after 3 mos., $1.20 after 6 mos., $1.25 after 12 mos., $1.30 after 18 mos. "B" Plant Guards receive $1.25

Shift Bonus: 6¢ on 2nd and 3rd shift; 8 hrs. pay for 6½ hrs. work on 3rd shift

COMPANY: Confidential

UNION: Machinists

LOCATION: Pacific

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 80¢ for factory trainees, 5 ¢ increase each 2 wks. to 95¢. 75¢ for technical and office trainees, 5¢ increase each 2 wks. to 90¢

Shift Bonus: 6¢ on 2nd and 3rd shift; 8 hrs pay for 6½ hrs. work on 3rd shift

Note: The following list is printed with the agreement, but is not included as part of the agreement. The list covers all hourly-paid jobs, whether or not in the bargaining unit.

Occupation	A Max.	A Min.	B Max.	B Min.	C Max.	C Min.
Aircraft Mechanic	1.60	1.45				
Aircraft Inventory Checker	1.50	1.35				
Anodizer	1.25	1.15				
Assembler-Aircraft	1.45	1.35	1.25	1.15		
Assembler-Elec. and Radio Bench	1.30	1.20	1.15	1.05	1.05	1.00
Auto Screw Machine Machinist	1.60	1.45				
Auto Screw Machine Operator	1.45	1.35	1.15	1.05		
Battery Man	1.35	1.25	1.10	1.00		
Bindery Worker	1.15	1.05				
Blacksmith	1.55	1.40				
Boring Machine-Semi Auto	1.40	1.30	1.15	1.05		
Boring Mill-Horiz.-Machinist	1.70	1.55				
Boring Mill Opr. Horizontal	1.50	1.35				
Broaching Machine Operator	1.25	1.15				
Buffer and Polisher	1.45	1.35	1.25	1.15		
Building Structures Mechanic	1.60	1.45	1.40	1.30		
Burrer-Hand and Power	1.15	1.05				
Cabinet Maker	1.60	1.45	1.30	1.20		
Cable Assembler	1.25	1.15	1.10	1.00		
Carpenter-Maintenance	1.55	1.40	1.35	1.25		
Chrome Plater	1.45	1.35	1.15	1.05		
Compressor Attendant	1.15	1.05				
Contour Roll Opr.-Sheet Metal	1.35	1.25	1.20	1.10		
Coverer-Fabric	1.20	1.10	1.05	1.00		
Crane Rigger	1.50	1.35	1.30	1.20		
Crater and Packer	1.35	1.25	1.20	1.10		
Die Finisher	1.50	1.35	1.35	1.25	1.15	1.05
Die Mkr.-Cast-Multiple Acting	1.60	1.45				
Doper-Aircraft	1.25	1.15				
Drill Opr.-Sheet Metal	1.15	1.05				
Drill Press Operator	1.40	1.30	1.25	1.15	1.10	1.00
Drop Hammer Operator	1.60	1.45	1.45	1.35	1.20	1.10
Duplicating and Profiling Machine-Machinist	1.70	1.55				
Duplicating and Profiling Machine Operator	1.50	1.35	1.20	1.10		
Electrical and Radio Mockup Man	1.55	1.40				
Electrician-Maintenance	1.70	1.55	1.50	1.35	1.15	1.05
Electroplater	1.35	1.25	1.15	1.05		
Elevator Operator	1.05	1.00				
Engine Lathe Operator	1.50	1.35	1.25	1.15		
Engraver	1.35	1.25	1.10	1.00		
Equipment Construction Mech.	1.55	1.40	1.40	1.30		
Experimental Bench Machinist	1.70	1.55				
Extrusion Hand Former	1.40	1.30	1.20	1.10		
Field and Service Attendant	1.20	1.10				
Field and Service Crew Chief	1.80	1.65				
Field and Service Mechanic	1.70	1.55	1.45	1.35		
Flashwelder	1.45	1.35	1.30	1.20	1.05	1.00
Form Block Mkr. Metal and Wood	1.50	1.35	1.30	1.20		
Forming Roll Operator	1.35	1.25	1.20	1.10		
Forming Roll Mechanic	1.45	1.35				
Garage Service Attendant	1.15	1.05				
General Helper	1.05	1.00				
General Utility Worker	1.20	1.10				
Grinder-Precision Tooling	1.65	1.50	1.40	1.30		
Grinder-Production	1.50	1.35	1.35	1.25	1.15	1.05
Grinder-Tool and Cutter	1.60	1.45	1.40	1.30	1.15	1.05
Heat Treater-Aluminum	1.40	1.30	1.15	1.05		
Heat Treater-Steel	1.65	1.50	1.50	1.35	1.20	1.10
Inspt.-Assembly	1.60	1.45	1.40	1.30	1.15	1.05
Inspt.-Experimental	1.80	1.65	1.60	1.45		
Inspt.-Fabrication	1.55	1.40	1.35	1.25	1.15	1.05
Inspt.-Field and Service	1.80	1.65	1.60	1.45		
Inspt.-Field and Service Elect.	1.75	1.60				
Inspt.-Final Assembly	1.70	1.55				
Inspt.-Final Assembly Elect.	1.70	1.55				
Inspt.-Hardness Testing	1.20	1.10	1.10	1.00		
Inspt.-Machined Parts	1.65	1.50	1.40	1.30	1.15	1.05
Inspt.-Magnetic	1.40	1.30	1.25	1.15	1.10	1.00
Inspt.-Master Layouts	1.75	1.60				
Inspt.-Material Review	1.65	1.50				
Inspt.-Outside Production	1.70	1.55	1.50	1.35		

Occupation	A Max	A Min.	B Max.	B Min.	C Max.	C Min.
Inspt.-Precision Assembly	1.55	1.40	1.35	1.25	1.15	1.05
Inspt.-Processing	1.35	1.25				
Inspt.-Receiving	1.35	1.25	1.20	1.10		
Inspt.-Receiving Precision	1.65	1.50				
Inspt.-Shipping	1.50	1.35	1.30	1.20	1.10	1.00
Inspt.-Templates	1.50	1.35	1.30	1.20	1.20	1.10
Inspt.-Tooling	1.80	1.65	1.60	1.45	1.25	1.15
Inspt.-Welding	1.50	1.35	1.30	1.20	1.10	1.00
Instrument Mechanic	1.50	1.35	1.30	1.20		
Instrument Technician	1.70	1.55				
Janitor	1.05	1.00				
Jig Borer Machinist	1.70	1.55				
Jig Borer Operator	1.45	1.35	1.25	1.15		
Jig and Fixture Builder	1.80	1.65	1.55	1.40	1.25	1.15
Laboratory Test Mechanic	1.75	1.60	1.50	1.35	1.25	1.15
Laboratory Electrical Tech.	1.75	1.60	1.50	1.35	1.25	1.15
Laborer	1.15	1.05				
Lathe Machinist	1.70	1.55				
Layout Man-Machine Tools	1.70	1.55	1.35	1.25		
Layout Man-Sheet Stock	1.40	1.30	1.15	1.05		
Leadman	1.90	1.20				
Lithograph Plate Maker	1.50	1.35	1.30	1.20		
Locksmith	1.40	1.30				
Machinist-Bench	1.50	1.35	1.25	1.15		
Machinist Maintenance	1.75	1.60				
Mason and Bricklayer	1.50	1.35	1.25	1.15		
Master Aircraft Mechanic	1.75	1.60				
Master Machinist	1.75	1.60				
Machinery Mover	1.30	1.20				
Material Sorter	1.15	1.05	1.05	1.00		
Mechanic-Automotive	1.55	1.40	1.40	1.30		
Mechanic-Maintenance	1.60	1.45	1.45	1.35	1.20	1.10
Metal Fitter-Assembler	1.40	1.30	1.25	1.15	1.10	1.00
Metallizer	1.45	1.35	1.25	1.15		
Metal Worker-Bench	1.60	1.45				
Milling Mach. Mech.	1.70	1.55				
Milling Machine Operator	1.50	1.35	1.25	1.15		
Millman-Wood	1.35	1.25				
Mockup and Tooling Bldr.-Wood	1.70	1.55	1.50	1.35	1.25	1.15
Model Builder-Display	1.65	1.50	1.40	1.30	1.20	1.10
Model Builder-Wind Tunnel	1.80	1.65	1.65	1.50		
Molded Plastic Tooling Bldr.	1.70	1.55	1.40	1.30	1.15	1.05
Molder Aircraft	1.55	1.40	1.25	1.15		
Molder-Closed Molds	1.60	1.45				
Numbering Machine Operator	1.15	1.05				
Office Equipment Mechanic	1.50	1.35	1.40	1.30		
Offset Duplicating Mach. Opr.	1.35	1.25	1.20	1.10		
Oiler-Maintenance	1.20	1.10				
Overhead Crane Operator	1.35	1.25	1.15	1.05		
Painter-Aircraft-Master	1.45	1.35				

Occupation	A Max.	A Min.	B Max.	B Min.	C Max.	C Min.
Painter-Aircraft	1.35	1.25	1.25	1.15	1.10	1.00
Painter-Maintenance	1.45	1.35	1.30	1.20		
Paper Cutter	1.20	1.10				
Pattern Maker-Metal and Wood	1.80	1.65	1.60	1.45	1.35	1.25
Pattern Maker-Plaster	1.50	1.35	1.25	1.15		
Phenolic Plastic Fabricator	1.50	1.35	1.30	1.20	1.10	1.00
Pierce Blank Template Mkr.	1.50	1.35				
Planer-Machinist	1.60	1.45				
Planer-Operator	1.40	1.30				
Planishing Hammer Operator	1.35	1.25	1.20	1.10		
Plumber-Maintenance	1.60	1.45	1.40	1.30		
Portable Tool and Equip. Rprmn.	1.40	1.30	1.20	1.10		
Power Brake Operator	1.50	1.35	1.35	1.25	1.15	1.05
Power Hammer Operator	1.50	1.35	1.35	1.25		
Precision Tool Serviceman	1.50	1.35	1.30	1.20		
Press Operator-Hydro	1.35	1.25	1.15	1.05		
Press Opr.-Hydro-Special	1.45	1.35	1.25	1.15		
Press Opr.-Hydro Multiple Act.	1.45	1.35	1.30	1.20		
Printing Pressman	1.55	1.40	1.40	1.30		
Process Equipment Operator	1.25	1.15				
Process Tank Loader and Tender	1.10	1.00				
Profile Cutting Torch Opr.	1.45	1.35	1.25	1.15		
Progressive Roll Operator	1.40	1.30				
Punch Press Operator	1.50	1.35	1.35	1.25	1.15	1.05
Pierce Blank Template Fab.	1.25	1.15				
Radial Drill Press Operator	1.50	1.35	1.25	1.15		
Radio and Radar Mechanic	1.70	1.55	1.45	1.35		
Research Mechanic	1.75	1.60	1.50	1.35		
Riveter-Erco Type Machine	1.30	1.20				
Riveter-Erco Type-Special	1.45	1.35				
Rivet Header Machine Opr.	1.35	1.25	1.10	1.00		
Riveter-Machine	1.20	1.10				
Rotary Head Milling Machine Machinist	1.70	1.55				
Rotary Shaper Operator	1.50	1.35	1.35	1.25	1.10	1.00
Router Jig Builder	1.45	1.35	1.15	1.05		
Router Operator-Pin	1.35	1.25				
Router Operator-Radial Arm	1.30	1.20				
Sandblast Operator	1.35	1.25	1.10	1.00		
Saw Operator	1.35	1.25	1.20	1.10		
Saw Operator-Band	1.30	1.20	1.10	1.00		
Saw Operator-Band-Tooling	1.35	1.25				
Setup Man Machine Tools	1.70	1.55				
Sewing Machine Operator	1.20	1.10	1.10	1.00		
Shaper Operator	1.45	1.35	1.20	1.10		
Shaper Machinist	1.60	1.45				

Occupation	A Max.	A Min.	B Max.	B Min.	C Max.	C Min.
Shear Operator	1.15	1.05				
Shear Operator-Square	1.35	1.25	1.20	1.10		
Sheet Metal Development Mech.	1.70	1.55	1.50	1.35		
Sheet Metal Hand Former	1.35	1.25	1.15	1.05		
Sheet Metal Worker-Maintenance	1.55	1.40	1.40	1.30		
Shipping Processor	1.10	1.00				
Sign Painter	1.50	1.35	1.30	1.20		
Spar Cap Mill Machinist	1.65	1.50				
Spar Cap Mill Operator	1.55	1.40	1.40	1.30	1.10	1.00
Spinning Lathe Operator	1.45	1.35	1.35	1.25		
Spotwelder Mechanic	1.40	1.30				
Spotwelder	1.30	1.20	1.05	1.00		
Stationary Engineer-Low Pressure	1.30	1.20				
Stationary Engineer-High Pressure	1.60	1.45				
Straightening Press Opr.	1.35	1.25	1.10	1.00		
Stretch Press Operator	1.30	1.20	1.15	1.05		
Stretch-Straightening Machine Operator	1.15	1.05				
Stretch Wrap-Forming Mach. Opr.	1.30	1.20	1.15	1.05		
Stretch Wrap-forming Die Mkr.	1.70	1.55				
Tank Processor and Cleaner	1.45	1.35	1.20	1.10		
Tank Sealer and Tester	1.45	1.35	1.25	1.15		
Template Maker	1.50	1.35	1.25	1.15	1.10	1.00
Thermo Plastic Fabricator	1.40	1.30	1.20	1.10		
Test Structures Mechanic	1.65	1.50	1.40	1.30		
Threadmill Operator	1.35	1.25	1.20	1.10		
Tool and Die Die Maker	1.80	1.65	1.55	1.40	1.25	1.15
Tool Crib Attendant	1.30	1.20	1.20	1.10		
Trimmer	1.50	1.35				
Truck Crane Operator	1.50	1.35	1.40	1.30		
Truck Driver	1.35	1.25	1.25	1.15		
Truck Driver-Route Pickup	1.30	1.20				
Trucker-Power	1.20	1.10	1.15	1.05		
Tube Bender	1.25	1.15	1.10	1.00		
Tube Finisher and Assembler	1.25	1.15	1.10	1.00		
Tube Mockup Man	1.55	1.40				
Turret Lathe Operator	1.55	1.40	1.35	1.25	1.20	1.10
Tool Checker	1.35	1.25				
Upholsterer	1.35	1.25	1.20	1.10		
Vertical Turret Lathe-Machinist	1.55	1.40				
Vertical Turret Lathe Operator	1.40	1.30				
Welder Aircraft-Arc	1.60	1.45	1.35	1.25	1.20	1.10
Welder Aircraft Combination	1.65	1.50				
Welder Aircraft Gas	1.60	1.45	1.35	1.25	1.20	1.10
Welder Aircraft Helium Arc	1.60	1.45	1.35	1.25		
Welder Aircraft Maintenance	1.65	1.50	1.45	1.35		
Welder Aircraft Tooling	1.65	1.50	1.45	1.35		
Wrapper and Preserver	1.05	1.00				

TECHNICAL AND OFFICE OCCUPATIONS

Occupation	A Max.	A Min.	B Max.	B Min.	C Max.	C Min.
Accountant	Monthly		1.45	1.25		
Accounting Clerk	1.25	1.10	1.10	1.00		
Addressing Machine Operator	1.10	1.00				
Aircraft Service Instructor	1.65	1.40	1.30	1.15		
Blueprint Clerk	1.25	1.10	1.10	1.00		
Blueprinter	1.25	1.10	1.00	.90		
Book Layout Man	1.65	1.40				
Bookkeeping Machine Operator	1.25	1.10	1.10	1.00		
Buyer	Monthly		1.45	1.25		
Cashier	1.35	1.20				
Chauffeur	1.30	1.15	1.10	1.00		
Clerk	1.00	.90				
Commercial Artist	Monthly		1.35	1.20		
Comptometer Operator	1.20	1.05				
Construction Engineer	Monthly		Monthly		1.35	1.20
Contract Liaison Man	Monthly		1.35	1.20		
Copy Checker	1.30	1.15				
Department Clerk	1.20	1.05				
Draftsman	1.45	1.25	1.25	1.10	1.10	1.00
Engineering Assistant	1.35	1.20				
Engineering Chief Clerk	1.55	1.35				
Engineering Clerk	1.30	1.15				
Engineering Draftsman	1.80	1.50	1.45	1.25	1.20	1.05
Engineering Drawings Checker	Monthly		1.65	1.40		
Engineering Liaison Man	Monthly		1.65	1.40	1.30	1.15
Engineering Planner	Monthly		1.45	1.25		
Engineering Technician	1.45	1.25				
Estimator	Monthly		1.55	1.35	1.25	1.10
Experimental Planner	1.80	1.50	1.45	1.25		
File Clerk	1.00	.90				
Fireman	1.30	1.15	1.10	1.00		
Flight Control Tower Operator	Monthly		1.45	1.25		
Flight Dispatcher	1.45	1.25				
Flight Test Analyst	Monthly		1.65	1.40		
General Clerk	1.10	1.00				
Guard	1.25	1.10	1.10	1.00		
Industrial Nurse	1.45	1.25	1.25	1.10		
Industrial Relations Analyst	Monthly		1.55	1.35		
Intra-Factory Transportation Dispatcher	1.25	1.10				
Key Punch Operator	1.10	1.00	1.00	.90		
Key Punch Verifier	1.25	1.10				
Laboratory Technician	1.45	1.25	1.25	1.10		
Leadman	2.15	1.20				
Library Attendant	1.25	1.10				
Loftsman	1.80	1.50	1.45	1.25	1.20	1.05
Masseur	1.45	1.25				
Master Layout Man	1.70	1.45				
Master Plaster Pattern Set-up Man	1.70	1.45				
Material Conservation Analyst	1.65	1.40	1.35	1.20		

Occupation	A Max.	A Min.	B Max.	B Min.	C Max.	C Min.
Material Control Clerk	1.30	1.15	1.10	1.00		
Material Release Man	1.55	1.35	1.30	1.15		
Material Analyst	1.70	1.45	1.35	1.20		
Material Warehouseman	1.25	1.10				
Mathematician	1.65	1.40	1.35	1.20		
Matron	1.25	1.10	1.10	1.00		
Messenger	1.00	.90				
Methods Analyst	Monthly		1.55	1.35	1.30	1.15
Motor Transportation Dispatcher	1.45	1.25				
Office Duplicator Operator	1.00	.90				
Parachute Rigger and Packer	1.20	1.05				
Parts Lister	1.35	1.20	1.20	1.05		
Personnel Assistant	1.55	1.35				
Photographer	1.55	1.35	1.25	1.10		
Photographic Laboratory Man	1.35	1.20	1.20	1.05		
Process Analyst	Monthly		1.55	1.35	1.25	1.10
Procurement Follow-Up Man	1.65	1.40	1.35	1.20	1.20	1.05
Production Control Clerk	1.25	1.10	1.10	1.00		
Production Control Dispatcher	1.35	1.20	1.20	1.05	1.00	.90
Production Planner	1.70	1.45	1.35	1.20	1.20	1.05
Production Processor	Monthly		1.65	1.40		
Receptionist	1.20	1.05				
Research Laboratory Analyst	Monthly		1.55	1.35	1.25	1.10
Rest Room Attendant	1.00	.90				
Safety Inspector	1.45	1.25	1.20	1.05		
Scheduler	1.70	1.45	1.35	1.20		
Secretary	1.35	1.20				
Service Dispatcher	1.20	1.05				

Occupation	A Max.	A Min.	B Max.	B Min.	C Max.	C Min.
Service Liaison Man	1.70	1.45	1.45	1.25		
Shop Clerk	1.10	1.00				
Shop Follow-Up Man	1.45	1.25				
Spare Parts Analyst	1.65	1.40				
Special Clerk	1.30	1.15				
Special Courses Instructor	Monthly		1.55	1.35	1.25	1.10
Standards Analyst	Monthly		1.55	1.35	1.25	1.10
Statistician	1.55	1.40				
Stenographer	1.20	1.05				
Stenographer-Secretary	1.25	1.10				
Stock Clerk	1.30	1.15	1.10	1.00		
Switchboard Operator	1.20	1.05	1.00	.90		
Tabulating Machine Operator	1.35	1.20	1.20	1.05		
Tabulating Machine Set-Up Man	1.55	1.35				
Technical Computer	1.20	1.05				
Technical Illustrator	1.55	1.35	1.35	1.20		
Technical Writer	1.65	1.40	1.35	1.20		
Teletypist	1.00	.90				
Teletypist Special	1.20	1.05				
Template Reproduction Technician	1.55	1.35	1.25	1.10		
Time Study Man	1.80	1.50	1.45	1.25	1.25	1.10
Timekeeper	1.25	1.10	1.10	1.00		
Tool Designer	2.05	1.70	1.65	1.40	1.30	1.15
Tool Liaison Man	1.95	1.60	1.55	1.35	1.30	1.15
Tool Planner	1.95	1.60	1.65	1.40	1.30	1.15
Tool Proofer	1.80	1.50	1.45	1.25		
Traffic Clerk	1.45	1.25				
Traffic Rate Clerk	1.80	1.50	1.35	1.20		
Typist	1.00	.90				
Weight Analyst	1.80	1.50	1.45	1.25		

COMPANY: Confidential

UNION: Machinists

LOCATION: Middle West

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agreement

Hiring Rate: 74¢ for learners, 77¢ in 4 wks., 83¢ in 8 wks., 89¢ after 13 wks.

Shift Bonus: 10¢ on 2nd shift; 5¢ on 3rd shift, which gets 8 hrs. pay for $6\frac{1}{2}$ hrs. work

Note: Automatic increases at rate of 3¢ per hr. each 13 wks. until maximum rate of classification and grade is reached.

Classification	1 To	1 From	2 To	2 From	3 To	3 From	4 To	4 From
ANODIZER	1.28	1.19	1.16	.98				
ARMORER	1.73	1.40						
BUILDER—								
Jig and Fixture	1.79	1.64	1.61	1.43	1.40	1.22	1.18	.95
Model (Wood)	1.73	1.55	1.52	1.34	1.31	1.07		
Model (Plaster)	1.55	1.40	1.37	1.22	1.19	.98		
CARPENTER—Maintenance	1.43	1.34	1.31	1.19	1.16	.98		
COVERER AND HAND SEWER	1.22	.98						
CRATER AND PACKER	1.34	1.28	1.25	1.16	1.13	.98		
DIE FINISHER	1.49	1.28	1.25	.98				
DISPATCHER—Shop or Tool	1.22	1.16	1.13	.98				
ELECTRICIAN—Maintenance	1.58	1.43	1.40	1.22	1.19	.98		
ENGINEER—Power House	1.73	1.49						
EXPEDITOR—Material	1.43	1.31	1.28	1.10				
EXPEDITOR—Production	1.52	1.34	1.31	1.19	1.16	.98		
FIREMAN—Power House	1.37	1.16	1.13	.92				
FITTER—Metal A. A.	1.58	1.40						
FITTER—Metal (Steel and Bench)	1.37	1.25	1.22	1.16	1.13	.98		
FORM BLOCK MAKER	1.49	1.37	1.34	1.22	1.19	.98		
GRINDER—Precision Tools	1.64	1.52	1.49	1.34	1.31	1.07		
GRINDER—Precision Parts	1.64	1.52	1.49	1.34	1.31	1.07		
HEAT TREATER—								
Dural	1.34	1.28	1.25	1.16	1.13	.98		
Steel	1.52	1.40	1.37	1.22	1.19	.98		
Tool Room	1.64	1.37						
HYDRO PRESS LOADER	1.13	.86						
INSPECTOR—								
Detail	1.49	1.34	1.31	1.19	1.16	.98		
Sub Assembly	1.49	1.34	1.31	1.19	1.16	.98		
Salvage	1.52	1.22						
Receiving and Shipping	1.37	1.25	1.22	.98				
M. F. & P.	1.73	1.52	1.49	1.34	1.31	1.04		

Classification	1 To	1 From	2 To	2 From	3 To	3 From	4 To	4 From
Machine Parts	1.76	1.52	1.49	1.28	1.25	.95		
Experimental	1.70	1.49	1.46	1.22				
Tool and Die	1.90	1.72	1.69	1.51	1.48	1.06		
Jigs and Fixtures	1.79	1.64	1.61	1.43	1.40	1.13		
Magnaflux	1.58	1.22						
Final Assembly	1.49	1.28	1.25	1.16	1.13	.98		
Flight and Service	1.70	1.58	1.55	1.25				
Precision Tools and Gauges	1.90	1.72	1.69	1.36				
Radio and Electrical	1.49	1.28	1.25	1.07				
LABORER	1.10	.80						
MACH. AND EQUIP. OPER.—								
Maintenance	1.16	.92						
MACHINIST—All Around	1.76	1.58	1.55	1.28				
MATERIAL RECEIVER	1.31	1.25	1.22	1.16	1.13	.98		
MECHANIC—								
Airplane Expr	1.70	1.55	1.52	1.28				
Airplane Prod	1.43	1.28	1.25	1.16	1.13	.98		
Elec. and Radio AA	1.64	1.37						
Elec. and Radio	1.43	1.28	1.25	1.16	1.13	.98		
Field and Service	1.70	1.58	1.55	1.37				
Maintenance	1.52	1.37	1.34	1.22	1.19	.98		
Tube and Cable	1.37	1.28	1.25	1.16	1.13	.98		
MOLDER—A. C. Form Dies	1.55	1.40	1.37	1.22	1.19	.98		
OILER—Maintenance	1.19	.92						
OPERATOR—								
Drill Press (Not Radial)	1.28	1.19	1.16	.98				
Drop Hammer	1.49	1.40	1.37	1.28	1.25	1.07		
Engine Lathe	1.64	1.52	1.49	1.34	1.31	1.07		
Flanging Machine	1.31	1.25	1.22	1.16	1.13	.98		
Hydraulic Press	1.40	1.34	1.31	1.22	1.19	1.04		
Milling Machine	1.64	1.52	1.49	1.34	1.31	1.07		
Planer and Shaper	1.64	1.49	1.46	1.28	1.25	1.04		
Power Brake	1.40	1.31	1.28	1.19	1.16	.98		
Power Hammer	1.67	1.52	1.49	1.31	1.28	1.07		
Power Roll	1.28	1.19	1.16	.98				
Power Shear	1.31	1.25	1.22	1.16	1.13	.98		
Punch Press	1.31	1.25	1.22	1.16	1.13	.98		
Drill Press (Radial)	1.52	1.34	1.31	1.19	1.16	.98		
Router, Drill Shaper and Saws	1.31	1.25	1.22	1.16	1.13	.98		
Sewage Disposal	1.37	1.13						
Sewing Machine and Layout	1.22	1.16	1.13	.98				
Spar Mill	1.55	1.37						
Turret Lathe	1.64	1.52	1.49	1.34	1.31	1.07		
PAINTER—								
Maintenance	1.43	1.34	1.31	1.19	1.16	.98		
Spray	1.43	1.34	1.31	1.19	1.16	.98		
Sign	1.43	1.13						
PLATER	1.43	1.34	1.31	1.19	1.16	.98		
PLASTIC MECHANIC A. A.	1.58	1.46	1.43	1.28	1.25	1.04		
PLASTIC WORKER	1.43	1.28	1.25	1.16	1.13	.98		
S. M. ASSEM. AND RIVETER	1.43	1.28	1.25	1.16	1.13	.98		
SHEET METAL RIVETER	1.22	1.16	1.13	.98				
SHEET METAL WORKER	1.40	1.28	1.25	1.16	1.13	.98		
SHEET METAL WORKER A. A.	1.55	1.34						
STOCKKEEPER—Finished Parts	1.28	1.19	1.16	.98				
STOREKEEPER	1.28	1.19	1.16	.98				
SUB-ASSEMBLY PRECISION	1.58	1.46	1.43	1.28	1.25	1.04		
SWEEPER AND JANITOR	1.04	.80						
TEMPLATE FILER	1.28	1.19	1.16	.98				
TOOL CRIB ATTENDANT	1.31	1.19	1.16	.98				
TOOL AND DIE MAKER	1.90	1.72	1.69	1.51	1.48	1.30	1.27	.91
TRUCK DRIVER	1.28	.98						
TRUCKER—Inter-Dept	1.16	1.07	1.04	.83				
WELDER—								
Aircraft—Aluminum	1.61	1.43	1.40	1.22	1.19	.98		
Aircraft—Steel—Gas	1.61	1.43	1.40	1.22	1.19	.98		
Aircraft—Steel—Arc	1.61	1.43	1.40	1.22	1.19	.98		
Jig	1.61	1.43	1.40	1.25	1.22	.98		
Spot	1.34	1.28	1.25	1.16	1.13	.98		
Maintenance	1.61	1.43	1.40	1.22	1.19	.98		

COMPANY: Northrop Aircraft, Inc.

UNION: Aircraft Welders--Ind.

LOCATION: Hawthorne, Calif. (Los Angeles area)

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 6¢ on 2nd and 3rd shift; 8 hrs. pay for 6½ hrs. work on 3rd shift

Welder - Combination A	1.50 - 1.65
Welder - Maintenance A	1.50 - 1.65
Welder - Maintenance B	1.35 - 1.45
Welder - Tooling A	1.50 - 1.65
Welder - Tooling B	1.35 - 1.45
Welder - Aircraft-Arc A	1.45 - 1.60
Welder - Aircraft-Arc B	1.25 - 1.35
Welder - Aircraft-Arc C	1.10 - 1.20
Welder - Aircraft-Gas A	1.45 - 1.60
Welder - Aircraft-Gas B	1.25 - 1.35
Welder - Aircraft-Gas C	1.10 - 1.20
Welder - Aircraft-Helium Arc A	1.45 - 1.60
Welder - Aircraft-Helium Arc B	1.25 - 1.35
Oxygraph Cutter (Tooling stock)	1.25 - 1.35

COMPANY: Confidential

UNION: Electrical Workers--AFL

LOCATION: Pacific

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates:
Electrician-Maint. (A) $1.55-$1.70
Electrician-Maint. (B) $1.35-$1.50
Electrician-Maint. (C) $1.05-$1.15

Shift Bonus: 6¢ on 2nd and 3rd shifts; 8 hrs. pay for 6½ hrs. work on 3rd shift

COMPANY: Confidential

UNION: Machinists

LOCATION: South West

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: October 1947

WAGE REOPENING: After 1 yr. from effective date

Hiring Rate: 73¢, 6¢ increase each 2 wks. to plant min. of 91¢

Shift Bonus: 8¢ on 2nd and 3rd shift; 8 hrs. pay for 6½ hrs. work on 3rd shift

Labor Grade	Minimum	Maximum
1	$ 1.60	$ 1.80
2	1.55	1.75
3	1.50	1.70
4	1.45	1.65
5	1.40	1.60
6	1.35	1.55
7	1.30	1.50
8	1.25	1.45
9	1.20	1.40
10	1.15	1.35
11	1.11	1.30
12	1.07	1.23
13	1.03	1.17
14	.99	1.11
15	.95	1.05
16	.91	.97

COMPANY: Confidential

UNION: Machinists

LOCATION: Middle West

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 75¢ for starters, 5¢ increase each 30 days to 95¢ or max. rate for job, whichever is lower

Shift Bonus: 5¢ on 2 night shifts; 8 hrs. pay for 6½ hrs. work on "dawn" shift

Classification	Rate
Precision Inspector	$1.65
Tool and Die Maker	1.65
Jig Builder	1.65
Jig Borer	1.65
Duplicator	1.65
Electronic Electrician	1.65
Pattern Maker	1.60
Journeyman Maintenance	1.55
Machinist	1.55
Set-Up Man	1.55
Die Setter	1.55
Tool Grinder	1.55
Heat Treater, Tooling	1.55
Sheet Metal	1.55
Tool Room Welder	1.55
General Inspector	1.55
Resistence Welder Set-Up	1.45
Molder	1.40
Area Inspector	1.35
Production Machinist	1.35
Stationary Engineer 1	1.35
General Assembler	1.25
Press Operator	1.25
Painter	1.20
Stationary Engineer II	1.20
Line Inspector	1.20
Oiler	1.20
Sandblaster (Inside)	1.20
Furnace Operator	1.15
Pickler	1.15
Degreaser	1.15
Storekeeper	1.15
Material Dispatcher	1.15
Shipping and Receiving Clerk	1.15
Acetylene Generator Operator	1.15
Truck Driver (Outside)	1.15
Crane Operator (Outside)	1.15
Machine Operator	1.15
Resistance Welder	1.10
Stock Clerk	1.00
Checker	1.00
Production Worker	1.00
Helper	1.00
Moveman	1.00
Material Handler	.95
Laborer	.90
Janitor	.90
Elevator Operator	.90

COMPANY: Confidential

UNION: Hotel and Restaurant Employees--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: January 1947

WAGE REOPENING: July 1947; agmt. expires July 1948

Hiring Rate: 85¢

Shift Bonus: 10¢ on 2 night shifts

Note: These rates apply to cafeteria employees only.

Labor Grade		Hiring Rate									
10		85	90*	95							
	Qualified	0	1	2							
9		85	90	95*	99						
	Transferee Mos.	0	1	3	4						
	Qualified		0	1	2						
8		85	90	95	99*	103	108				
	Transferee Mos.	0	1	3	4						
	Qualified			0	1	3	5				
7		85	90	95	99	103	108*	112	117		
	Transferee Mos.	0	1	3	4	5	6				
	Qualified					0	1	4	7		
6		85	90	95	99	103	108	112	117*	121	126
	Transferee Mos.	0	1	3	4	5	6	7	8		
	Qualified							0	1	4	7

0 = Hiring Rate

* = Qualifying Rate

Raises contingent on meeting standards of merit, based on efficiency and attendance.

COMPANY: Confidential

UNION: Building Service Employees--AFL

LOCATION: Pacific

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; agmt. expires June 1948

Rates: Guards and Firemen start at $1.24, receive $1.35 after 90 days, $1.40 after 2 yrs; receive $1.50 if temporarily assigned to semi-supervisory functions

Shift Bonus: 10¢ on 2nd and 3rd shift

COMPANY: North American Aviation, Inc.

UNION: Auto Workers--CIO

LOCATION: Los Angeles, Calif.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: After 1 yr.

Hiring Rate: 75¢ for beginners, 5¢ increase each 4 wks. to min. rate of classification

Shift Bonus: 6¢ on 2nd and 3rd shift; 8 hrs. pay for 6½ hrs. work on 3rd shift

COMPANY: Confidential

UNION: Engineers Union

LOCATION: Pacific

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 75¢ for office and technical employees, 5¢ increase each 4 wks. to 90¢

Shift Bonus: 6¢ on 2nd and 3rd shift; 8 hrs. pay for 6½ hrs. work on 3rd shift

SALARY RATE RANGES

SALARY GRADES	5-day Work Week Minimum - Maximum	6-day Work Week Minimum - Maximum
Salary Grade 10	$140.00 - $185.00	$140.00 - $185.00
Salary Grade 9	125.00 - 165.00	125.00 - 165.00
Salary Grade 8	110.00 - 150.00	110.00 - 150.00
Salary Grade 7	95.00 - 135.00	114.00 - 162.00
Salary Grade 6	85.00 - 125.00	102.00 - 150.00
Salary Grade 5	73.00 - 112.00	87.60 - 134.40
Salary Grade 4	71.00 - 105.00	85.20 - 126.00
Salary Grade 3	65.00 - 95.00	78.00 - 114.00
Salary Grade 2	61.00 - 90.00	73.20 - 108.00
Salary Grade 1	57.00 - 85.00	68.40 - 102.00

SALARY RATE RANGES

Salary Grade	Classification	5-day Work Week Minimum - Maximum	6-day Work Week Minimum - Maximum
5	Production Methods Engineer	$ 73.00 -$112.00	$ 87.60 -$134.40
7	Research Engineer "A"	95.00 - 135.00	114.00 - 162.00
4	Research Engineer "B"	71.00 - 105.00	85.20 - 126.00
5	Salvage Engineer	73.00 - 112.00	87.60 - 134.40
2	Service Analyst	61.00 - 90.00	73.20 - 108.00
5	Service Engineer	73.00 - 112.00	87.60 - 134.40
10	Staff Engineer	140.00 - 185.00	140.00 - 185.00
2	Standards Analyst "A"	61.00 - 90.00	73.20 - 108.00
5	Standards Engineer	73.00 - 112.00	87.60 - 134.40
2	Stress Analyst	61.00 - 90.00	73.20 - 108.00
5	Stress Engineer	73.00 - 112.00	87.60 - 134.40
7	Structures Engineer	95.00 - 135.00	114.00 - 162.00
6	Tool Engineer	86.00 - 125.00	102.00 - 150.00
5	Tool Research Engineer	73.00 - 112.00	87.00 - 134.40
2	Weight Analyst	61.00 - 90.00	73.20 - 108.00
5	Weight Engineer	73.00 - 112.00	87.00 - 134.40
3	Wind Tunnel Test Engineer	65.00 - 95.00	78.00 - 114.00
3	Electrical Engineer "B"	$66.00 -$ 95.00	$ 78.00 -$114.00
5	Engineering Drawings Checker	73.00 - 112.00	87.60 - 134.40
4	Engineering Liaison Man	71.00 - 106.00	86.20 - 126.00
4	Flight Test Analysis Engineer	71.00 - 106.00	85.20 - 126.00
7	Flight Test Engineer "A"	96.00 - 135.00	114.00 - 162.00
4	Flight Test Engineer "B"	71.00 - 105.00	86.20 - 126.00
6	Manufacturing Engineer	73.00 - 112.00	87.60 - 134.40
3	Manufacturing Technician	65.00 - 96.00	78.00 - 114.00
6	Mechanical Design Engineer "A"	85.00 - 126.00	102.00 - 150.00
3	Mechanical Design Engineer "B"	65.00 - 96.00	78.00 - 114.00
5	Methods and Time Standards Engineer	73.00 - 112.00	87.60 - 134.40
3	Process Analyst "A"	66.00 - 95.00	78.00 - 114.00
6	Process Engineer	73.00 - 112.00	87.60 - 134.40
7	Production Design Engineer "A"	95.00 - 135.00	114.00 - 162.00
4	Production Design Engineer "B"	71.00 - 105.00	85.20 - 126.00

LABOR GRADES	HOURLY RATE RANGES Min.	Max.
8	$1.45	$1.75
7	1.35	1.60
6	1.30	1.55
5	1.25	1.45
4	1.15	1.35
3	1.10	1.25
2	1.00	1.15
1	.95	1.05

HOURLY RATE RANGES

Classification	A Min.	A Max.	B Min.	B Max.	C Min.	C Max.
Analytical Chemist	Salaried		$1.35	$1.60	----	----
Draftsman	$1.25	$1.45	1.10	1.25	----	----
Engineering Assistant	1.25	1.45	----	----	----	----
Engineering Contact Man	1.30	1.55	----	----	----	----
Engineering Draftsman	1.45	1.75	1.25	1.45	1.00	1.15
Engineering Technician	1.25	1.45	----	----	----	----
Flight Test Analyst	1.35	1.60	1.15	1.35	----	----
Laboratory Assistant	1.00	1.15	----	----	----	----
Lofterman	1.45	1.75	1.25	1.45	1.00	1.15
Process Analyst	Salaried		1.25	1.45	----	----
Research Technician	1.35	1.60	1.15	1.35	----	----
Standards Analyst	Salaried		1.25	1.45	----	----
Technical Computer	1.00	1.15	----	----	----	----
Technical Writer	1.30	1.55	1.15	1.35	----	----
Time Study Man	1.35	1.60	----	----	----	----
Tool Procurement Analyst	1.45	1.75	----	----	----	----

COMPANY: Confidential

UNION: Machinists

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: December 1947

WAGE REOPENING: None specified; agmt. expires May 1948

Hiring Rate: 90¢ for learners, with 5¢ increase each month to $1.03

Shift Bonus: 10¢ on 2 night shifts

Labor Grade		Hiring Rate																			
10		88	93	98*	103																
	Learner Mos.	0	1	2	3																
	Qualified		0	1	2																
9		88	93	98	103*	107															
	Learner Mos.	0	1	2	3	4															
	Qualified			0	1	2															
8		88	93	98	103	107*	111	116													
	Learner Mos.	0	1	2	3	4															
	Qualified				0	1	3	5													
7		88	93	98	103	107	111	116*	120	125											
	Learner Mos.	0	1	2	3	4	5	6													
	Qualified						0	1	4	7											
6		88	93	98	103	107	111	116	120	125*	129	134									
	Learner Mos.	0	1	2	3	4	5	6	7	8											
	Qualified								0	1	4	7									
5		88	93	98	103	107	111	116	120	125	129	134*	138	142							
	Learner Mos.	0	1	2	3	4	5	6	7	8	9	10									
	Qualified										0	1	4	7							
4		88	93	98	103	107	111	116	120	125	129	134	138	142*	146	150					
	Learner Mos.	0	1	2	3	4	5	6	7	8	9	10	12	14							
	Qualified												0	2	5	8					
3		88	93	98	103	107	111	116	120	125	129	134	138	142	146	150*	154	159			
	Learner Mos.	0	1	2	3	4	5	6	7	8	9	10	12	14	17	20					
	Qualified														0	3	6	9			
2		88	93	98	103	107	111	116	120	125	129	134	138	142	146	150	154	159*	163	168	
	Learner Mos.	0	1	2	3	4	5	6	7	8	9	10	12	14	17	20	23	26			
	Qualified																0	3	6	9	
1		88	93	98	103	107	111	116	120	125	129	134	138	142	146	150	154	159	163	168*	172	177
	Learner Mos.	0	1	2	3	4	5	6	7	8	9	10	12	14	17	20	23	26	29	32		
	Qualified																		0	3	6	9

Note: Add 2¢ to each rate on schedule (as of December 1947)

0 Hiring Rate

* Qualifying Rate

Unclassified

Hiring .98 3 Months 1.03

Raises contingent on meeting standards of merit, based on efficiency, scrap and attendance.

COMPANY: North American Aviation, Inc.

UNION: Aircraft Welders--Ind.

LOCATION: Los Angeles, Calif.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 6¢ on 2nd and 3rd shift; 8 hrs. pay for 6½ hrs. work on 3rd shift

WELDERS	"A"	"B"	"C"
Maintenance	1.45-1.65	1.30-1.45	-
Tooling	1.45-1.65	1.30-1.45	-
Combination	1.45-1.65	-	-
Arc	1.40-1.60	1.20-1.35	1.05-1.20
Helium Arc	1.40-1.60	1.20-1.35	-
Gas	1.40-1.60	1.20-1.35	1.05-1.20
Aluminum	1.40-1.60	1.20-1.35	1.05-1.20
Carbon Arc	1.00-1.15	-	-
Profile Cutting Torch	1.20-1.35	1.05-1.20	-

COMPANY: Confidential

UNION: Auto Workers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 100,000

EFFECTIVE DATE: February 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 10% on 2nd and 3rd shift

Pay in Cents Per hour

PROGRESSION BY WEEKS

Labor Grade	Minimum Hiring	4	8	12	17	25	34	43	52	65	78	91	104	117	130	143	156
10	.87	.97	1.02	1.07*	1.13	--	--	--	--	--	--	--	--	--	--	--	--
9	.87	.97	1.02	1.07*	1.12	1.19	--	--	--	--	--	--	--	--	--	--	--
8	.87	.97	1.02	1.07	1.12*	1.17	1.22	1.25	--	--	--	--	--	--	--	--	--
7	.87	.97	1.02	1.07	1.12	1.17*	1.22	1.27	1.31	--	--	--	--	--	--	--	--
6	.87	.97	1.02	1.07	1.12	1.17	1.22*	1.27	1.32	1.37	--	--	--	--	--	--	--
5	.87	.97	1.02	1.07	1.12	1 7	1.22	1.27*	1.32	1.37	1.43	--	--	--	--	--	--
4	.87	.97	1.02	1.07	1.12	1.17	1.22	1.27	1.32*	1.37	1.42	1.49	--	--	--	--	--
3	.87	.97	1.02	1.07	1.12	1.17	1.22	1.27	1.32	1.37	1.42*	1.47	1.52	1.57	--	--	--
2	.87	.97	1.02	1.07	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47*	1.52	1.57	1.62	1.65	--
1	.87	.97	1.02	1.07	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52*	1.57	1.62	1.67	1.73

* Indicates the "minimum rate" for experienced employees.

COMPANY: Confidential

UNION: Auto Workers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified, 1-yr. agmt.

Note: These rates apply to office and clerical employees only.

Labor Grade	Minimum	Maximum
1	$ .85	$ .90
2	.85	.95
3	.90	1.00
4	.95	1.10
5	1.00	1.20
6	1.10	1.35
7	1.20	1.45

COMPANY: Confidential

UNION: Federal Labor Union--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: January 1947

WAGE REOPENING: After 1 yr.

Rates: Plant Guards start at $39 per wk., $43 after 3 mos., $47 after 9 mos.

Shift Bonus: 10¢ on night shifts

COMPANY: Air Associates, Inc.

UNION: Auto Workers--CIO

LOCATION: Teterboro, New Jersey

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: October 1947

Shift Bonus: 9¢ on 2nd and 3rd shift

Grade	Minimum	Maximum
I	.95½	1.00½
II	.98½	1.05½
III	1.00½	1.08½
IV	1.03½	1.10½
V	1.07½	1.15½
VI	1.10½	1.19½
VII	1.15½	1.25½
VIII	1.22½	1.40½
IX	1.28½	1.50½
X	1.40½	1.70½

AUTOS AND AUTO PARTS

COMPANY: Automotive Tool and Die Mfrs. Assn.
UNION: Auto Workers--CIO

LOCATION: Detroit, Mich.
SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947
WAGE REOPENING: None specified; 1-yr. agmt.
Shift Bonus: 10¢ on 2nd and 3rd shifts

	Minima
Classification No. 1	$2.00
Tool Leader	
Machine Builder Leader	
Die Leader	
Layout Leader	
Tryout Leader	
Classification No. 2	1.95
Lucas Type Boring Mill (Precision)	
Jig Borer	
Tool Inspection	
Gauge Maker	
Gauge Grinder (all around)	
Classification No. 3	1.90
Lucas Type Boring Mill (Rough Work)	
Classification No. 4	1.85
Toolmaker and Diemaker	
Template Maker	
Die Tryout	
Keller	
Machine Grinder Hand (Precision)	
Punch Finisher	
Plain Gauge Grinder	
Bullard Type Boring Mill	
Classification No. 5	1.80
Hardener	
Scraper	
Classification No. 6	1.75
Die Barber	
Lathe	
Planer	
Shaper	
Radial Drill	
Gauge Lap Hand	
Milling Machine	
Blacksmith	
Grinder (Rough Work)	
Welder	
Hand Screw Machine	
Slotter	

Classification No. 7	Minima
Machine Repair	$1.70
Electrician	1.70
Cutter Grinder	1.70
Pipe Fitter	1.65
Millwright	1.65
Carpenter (Rough)	1.55
Do-all Saw	1.60

It shall be permissible to employ helpers to assist any journeyman in the maintenance group at the minimum rate of twenty cents (20¢) per hour below the rate of journeyman.

Classification No. 8	Minima
Crane Operator	$1.45
Crane Hook-up	1.35
Shipping Clerk	1.35
Truck Driver	1.35
Stamping and Etching	1.30
Crib Man	1.30
Laborer	1.25
Janitor	1.20
Sweeper	1.20

Classification No. 9--Apprentices	
1 to 1000 hours	$1.00
1001 to 2000 hours	1.05
2001 to 3000 hours	1.15
3001 to 4000 hours	1.25
4001 to 5000 hours	1.35
5001 to 6000 hours	1.45
6001 to 7000 hours	1.55
7001 to 8000 hours	1.65

Apprentices shall be paid at their straight hourly rate of pay for time actually spent attending school provided such pay shall not exceed four (4) hours per week.

COMPANY: Confidential (Auto Locks)

UNION: Auto Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: At any time

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

TOOL & DIE CLASSIFICATIONS

WORK CLASSIFICATION	
Tool Room Supervisor	2.00
Tool Room Leader	1.95
Tool Maker "A"	1.90
"B"	1.79½
"C"	1.75
"D"	1.70
"E"	1.61
Present Apprentice	1.55
Tool Grinder	1.51

DAY WORK EXCLUDING TOOL & DIE EMPLOYEES

WORK CLASSIFICATIONS	MINIMUM	30 DAYS	60 DAYS	90 DAYS
Male Hourly				
Grinder, Snagger	1.20	1.25	1.32	1.43
Inspector, Floor & Receiving	1.20	1.25	1.35	1.45
Handlers, Floor, Receiving, Tumbling	1.05	1.15	1.20	1.26
Handlers, Shipping	1.05	1.15	1.20	1.27
Janitor	.95	1.00	1.06	1.06
Lock Testing & Repair	1.20	1.25	1.30	1.41
Millwright	1.30	1.35	1.40	1.53
Millwright Helper	1.20	1.25	1.30	1.41
Plater	1.20	1.25	1.30	1.41
Plater Helper	1.15	1.20	1.26	1.37
Set-up, Assembly	1.20	1.30	1.40	1.51
Set-up, Proc. Div.	1.25	1.30	1.40	1.53
Steel Room Helper	1.05	1.15	1.20	1.31
Tool Crib Attendant	1.20	1.25	1.30	1.41
Truck Driver	1.10	1.15	1.25	1.35
Watchman	.90	.96	.96	.96
Welders - Male Arc	1.20	1.25	1.35	1.45
Skilled polishing rate $1.65				
Female Hourly				
Bench Inspector	.85	.90	.95	1.06
Janitress	.85	.90	.96	.96
Supervisors				
Press Room				1.625
All Others (Except Tool & Die)				1.55
Leaders				
Millwright				1.625
Receiving Inspection				1.55
Lead Trucker				1.41
All Others (Except Tool & Die)				1.55

INCENTIVE CLASSIFICATIONS
Effective 1 9 4 7

WORK CLASSIFICATION	HIRING RATE	BASE RATE AFTER ESTABLISHING EQUAL OR BETTER EARNINGS FOR TEN CONSECUTIVE WORK DAYS	EARNINGS AT 25% OVER BASE RATE
Punch Press			
Male	1.05	1.14	1.425
Female	.80	1.01	1.263
Weld - Male	1.10	1.21	1.52
Milling - Male	1.05	1.08	1.35
Drilling & Tapping			
Male	1.05	1.10	1.375
Female	.80	.94	1.175
Assembly, Lock			
Female	.80	.94	1.175
Assembly, Wrench			
Male	1.05	1.08	1.35
Female	.80	.92	1.15

COMPANY: Confidential (Cam Shafts and Crank Shafts)
UNION: Auto Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: 25-100,000
EFFECTIVE DATE: October 1947
WAGE REOPENING: None specified; 2-yr. agmt.

Hiring Rate: 80¢; 90¢ after 1 mo.; $1.00 after 2 mos.

Hourly Rates for Production Employees

Instructors	$1.525
Sample Work	$1.65
Short Run Jobs (Short Run Jobs are defined as 150 pieces or under, cranks or camshafts.)	$1.55
Unrated Production Jobs	$1.525
Set up by productive operators	$1.525
Production Salvage	$1.525
Machine Repair	$1.525

COMPANY: Confidential (Auto Radiators, Gaskets)
UNION: Auto Workers--CIO

LOCATION: Great Lakes
SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: March 1947
WAGE REOPENING: At any time
Hiring Rate: 5¢ below normal job rate, for 30 days
Shift Bonus: 5¢ for other than regular day shift

Classifications	*Rates*
Receiving	.93
Shipping	.93
Packaging	.80
Order Picking	.80
Returned Goods Inspector	.80
Maintenance Man	.95
Truck Driver	.98
Gasket Assembler	.80
Gasket Inspection	.80
Labeling and Metal Corner Machines Operators	.87

COMPANY: Oldberg Mfg. Co.

UNION: Auto Workers--AFL

LOCATION: Grand Haven, Mich.
SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: June 1947
WAGE REOPENING: After January 1948
Shift Bonus: 5¢ on 2nd, 7½¢ on 3rd shift

PRODUCTIVE

Hiring rates	.90
After 60 days	.95
After additional 90 days	1.00
After additional 6 months	1.05

Production Rates

1.02, 1.07, 1.12, 1.17 — Job Evaluations

Dipping, Packing	1.02
Assembling Clamps	1.02

NON-PRODUCTIVE

All around Tool & Die Makers

Start	1.40
After 60 days	1.45
After additional 90 days	1.50
After additional 6 months	1.70

Maximum rate to be obtained in 11 months or less.

Inspection

	Precision	Visual
Start	1.17	1.07
After 60 days	1.22	1.12
After additional 90 days	1.27	1.17
After additional 6 months	1.37	1.22

Maintenance

Electricians	1.40—1.60
Millwrights	1.40—1.60
Other Maintenance	1.15—1.20—1.25—1,35
Watchmen—Janitors	1.05—1.15

STORES

Laborers

Starting	.97
To be attained within 6 months	1.12

Stockchasers

Starting	1.12
Must have grade school education	
To be attained within 6 months	1.27
Must be able to keep simple records	

Shipping

Start	.97
After 60 days	1.02
After additional 90 days	1.12
After 6 additional months	1.27

Steel Handling

Start	.97
After 60 days	1.02
After 90 days additional	1.12
After 6 additional months	1.27

COMPANY: Metal Mouldings Corp.

UNION: Auto Workers--CIO

LOCATION: Detroit, Mich.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: 6 mos. after effective date.

Hiring Rate: 10¢ under classif. rate

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

PRODUCTIVE WORKERS' HOURLY GUARANTEED RATES

Name of Operation	Rate	Basic Time Rate
Press Operator and Saw Trim (Male)	$1.30	$1.50
Press Operator (Female)	1.20	1.40
Benders (Hand) (Male)	1.30	1.50
Benders (Hand) (Female)	1.20	1.40
Benders (Power)	1.40	1.60
Assemblers (Female)	1.20	1.40
Electric Welders	1.35	1.55
Rolling Machine Operators and Slitting Machine Operators	1.50	1.74
Acetylene Welders, Torch Solderers	1.40	1.60
Polish, Buff and Grinding	1.50	1.65
Dip and Stripe (Female)	1.20	1.40
Shipping, Wrap and Pack:		
(Male)	1.30	1.50
(Female)	1.20	1.40
Auto. Helper (Female)	1.20	1.40

(a) Employees hired for any of the above classifications, if they are individual piece-work operations, shall be paid their piece-work earnings, but shall be guaranteed their guaranteed hourly rate in accordance with the provisions of this contract.

NON-PRODUCTIVE WORKERS' HOURLY GUARANTEED RATES

Name of Job	Non-Productive Day Rate Classifications Minimum	Maximum
Tool Makers	$1.70	$1.90
Jig and Fixture, Tool Lathe Roll Turner	1.80	2.00
Tool Crib Attendant, Sharpener and Shaper	1.45	1.60
Maintenance Welders, Tool and Die	1.60	1.80
Millwright and all around maintenance, including machine repair, carpenters, etc.	1.50	1.70
Maintenance Helpers	.....	1.40
Die and Job Setters	.....	1.70
Shipping Checkers	.....	1.50
Salvage Polish and Buff	.....	1.60
Salvage Repair	.....	1.45
Floor Inspectors	.....	1.50
Bench Inspectors	.....	1.35
Degreaser	.....	1.40
Trucking	.....	1.35
Truck Drivers	.....	1.40
Wheelman	.....	1.60
Sweepers and Laborers—Matrons	.....	1.25
Production Follow-up and Stock Chasers	.....	1.45

COMPANY: Confidential (Hub & Wheel Assemblies, Brake Drums)

UNION: Auto Workers--AFL

LOCATION: Great Lakes

SIZE OF COMMUNITY: Over 100,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates: Minimum hiring rate is $1.155, $1.205 after 30 days. Base rate for piecework is $1.255. Tool and die dept rates: hiring at 5¢ below classification minimum; all grinding low rate is $1.555, high is $1.855; lathe and shaper low is $1.605, high $1.705; milling machine, bench, floor, die tryout, die repair, and locators get low of $1.655, high of $1.855. Nurses: Student starts at $1.155, gets $1.205 after 30 days, $1.255 after 90 days, $1.305 after 5 mos.; trainee nurse starts at $1.205, gets $1.255 after 30 days, $1.305 after 90 days.

Shift Bonus: 5% for shifts starting after 2:30 p.m.

COMPANY: Confidential (Batteries)

UNION: Auto Workers--CIO

LOCATION: Pacific

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: After 1 yr.; 2-yr. agmt.

Hiring Rate: 90% of base or hrly. rat for 1st 6 weeks of employment

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

MALE HOURLY RATE SCHEDULE - EFFECTIVE MAY 5, 1947

FOUNDRY	PIECE WORKERS HOURLY RATES	DAY WORKERS HOURLY RATES
Hand Grid Molding	1.05	
Lund Machine Molding	1.08	
Grid Trimming Presses	1.05	
Small Parts Molding	1.05	
Machine Cast Burning Bars		1.18
Grid and Small Parts Inspection		1.18
Lead Remelt		1.21
Change Molds, Dies, and Foundry Maintenance		1.21
PASTING & MIXING		
Mix Paste, Expander, etc.		1.28
Pasting Machine & Plows Operators	1.05	
Pasting - Maintenance		1.21
PLATE FINISH, GROUP BURNING & DEVELOPING		
Plate and Element Forming		1.18
Separate Plates Aljon or Press	1.05	
Group Burning (Power Table)	1.05	
Group Burning (Individual)	1.05	
Assemble Separators (Insulate)	1.05	
Connect Batteries on Developing Circuits		1.16
Dump and Refill Batteries	1.05	
Electric Trucker		1.25
Plate Inspection (Aljon Machine)	1.05	
Plate Inspection (Others)		1.18
Element Inspectors		1.18
Plate Carrier		1.21
Circuit Tenders (Regular Operators)		1.28
Change Burning Racks		1.16
BOOSTING		
Gravity Checker		1.23
Other Boosting Operations		1.18

SEPARATORS

Separator Treat, Trim, Etc.	1.20
" " " " Helper	1.16

PAINT DEPT.

Paint Batteries and Monograms	1.05	
Paint Batteries Roll Monogram Day Work		1.18

BATTERY ASSEMBLY	PIECE WORKERS HOURLY RATES	DAY WORKERS HOURLY RATES
Link Burner	1.10	
Set Up Sink and Block	1.10	
Take Off	1.10	
All Other Operators	1.05	
Battery Repairs on Assembly Line		1.16
Rubber Goods Inspection		1.13
Inspector Battery Assembly		1.30

OXIDE MILL

Mill Operators	1.25
Lead Chipper	1.21

MAINTENANCE

Maintenance Men	1.28
Miscellaneous Maintenance	1.21
Yard Man and Miscellaneous	1.15
Janitors	1.13
Lead Off Battery Repairs, Special Assemblies and Service Man (When Required)	1.35
Battery Repairs and Special Assemblies	1.23
Battery Repairs and Special Assemblies Helper	1.18
Utility Man (Special)	1.28
Lead Off Men (When Required)	1.28

FEMALE HOURLY RATE SCHEDULE - EFFECTIVE MAY 5, 1947

	PIECE WORKERS HOURLY RATES	DAY WORKERS HOURLY RATES
Hand Grid Molding	1.05	
Small Parts Molding	1.05	
Small Parts Inspection		1.11
Lund and Other Punch Presses	1.05	

Lund Grid Inspection		1.13
Separate Plates Aljon or Press	1.05	
Group Burn Power or Individual	1.05	
Element Inspection		1.11
Assemble Separators (Insulate)	1.05	
Battery Assembly	1.05	
Boosting (1 Operator) (if and when required)		1.18
Boosting Others		1.10
Cover and Vent Inspection Leader (when required)		1.11
Cover and Vent Inspection		1.06
Separator Treat, Trim Inspection		1.11

COMPANY: Confidential (Automobiles)

UNION: Auto Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: Once by each party during 2-yr. term

Hiring Rate: 10¢ below rate of classification; 5¢ increase in 30 days, 5¢ more when qualified

Shift Bonus: 5% on afternoon, 7½% on night shift

CLASSIFICATION	RATE
Core Assembler Water Jacket Job	1.335
Core Oven Tender	1.26
Tap-Out	1.385
Shakeout	1.32
Welder	1.47
Core Handler	1.185
Core Handler Heavy	1.205
Heaters	1.495
Hammermen C	1.785
Hammermen B	1.935
Hammermen A	2.035
Upsetter	1.585
Cupola Repair	1.445
Ladle Repair (New Classification)	1.315
Grinders - External Finish	1.355
Gear Cutters	1.385
Spraymen Chassis	1.325
Sanding Dry	1.335
	1.435
Sheet Metal Polishers	1.435
Cylinder Block Drill Mill	1.355
Motor Repair Utility (Major Motor Repairman & Utility)	1.385
Major Car Repair (Major Car Repair & Utility	1.385

CLASSIFICATION	RATE
Repairmen - Front End - Rear Axle Assembly After Inspection	1.385
Oiler	1.345
Beltman	1.365
Welders - Structural Iron Maintenance	1.45-1.65
Electrician A	1.435-1.635
Millwright	1.385-1.585
Carpenter Finish	1.385-1.585
Steamfitters & Plumbers	1.385-1.585
Electric Tool Repairman	1.435-1.635
Crane Repairman	1.435-1.635
Layout Only - Sheet Metal & Iron	1.485-1.685
Structural Steel Worker	1.385-1.585
Sheet Metal Worker	1.385-1.585
Painters	1.335-1.535
Refrigerating Equip. Oper.	1.435-1.635
Experienced Helpers - Cement Finish	1.255
Experienced Helpers - Electricians	1.325
Helpers Bricklayers	1.235
Electricians - Special Utility	1.485-1.685
Steamfitters - Plating Department	1.435-1.635
Engineers Power Plant - 2nd Class	1.335-1.535
Head Fireman	1.335-1.535
Fireman	1.255-1.455
Electrician Power Plant	1.435-1.635
Elevator Repairman	1.435-1.635
Pipe Coverers	1.335-1.535

A Electrician & Refrigeration Maintenance	1.455-1.655
Cement Finishers	1.255-1.455
Maintenance Power House	1.385-1.585
Truck Repairman	1.335-1.535
Mechanical & Elec. Truck Repair	1.385-1.585
Construction Plumbers	1.385-1.585
Layout & Fabricating	1.385-1.585
Blacksmith Helpers	1.325
Spray Gun Repair	1.355-1.555
Blacksmith Channel Iron Repair	1.435-1.635
Metal Pattern Maker A	1.585-1.785
Wood Pattern Maker	1.585-1.785
Leaders (Open)	Increase 1¢

COMPANY: Confidential (Springs)

UNION: Auto Workers--CIO

LOCATION: New England

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: May, 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 95¢ for men, 80¢ for women; 5¢ increase after 60 days and 5¢ every 30 days thereafter until classification minimum reached

Shift Bonus: 10% on 2nd and 3rd shift

COMPANY: Confidential (Axles)

UNION: Auto Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 10¢ below classification rate; increase to going rate for classification after 30 days. Minimum hiring rate is $1.10, min. after 30 days is $1.20

Shift Bonus: 5% on 2nd, 7½% on 3rd shift

COMPANY: Kaiser-Frazer Corp. and Graham-Paige Motors Corp.

UNION: Foreman's Assn.--Ind.

LOCATION: Willow Run, Mich. (Detroit area)

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: After June 1948

Rates: Foremen salary grades --

E------	$312.50 per month
F------	332.50 per month
G------	352.50 per month
H------	372.50 per month
I ------	397.85 per month
J ------	430.55 per month
K------	463.25 per month

Shift Bonus: 5% on 1st and 3rd shift

COMPANY: Mather Spring Co.

UNION: Auto Workers--CIO

LOCATION: Toledo, Ohio

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: At any time

Rates: Hiring rate is $1.05. Minimum for unskilled labor is $1.14½. Guaranteed minimums on piece work: cold work--$1.14½; hot work--$1.19½; spring fitters--$1.30½; bumper fitters--$1.19

Shift Bonus: 5¢ for night work

COMPANY: Hudson Motor Car Co.

UNION: Auto Workers--CIO

LOCATION: Detroit, Mich.

SIZE OF COMMUNITY: Over 100,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: None specified; agmt. expires January 1948

Hiring Rate: 10¢ below classification rate; 5¢ increase after 4 wks., 5¢ after 90 days

Shift Bonus: 5% on 3rd, 7½% on 1st shift

COMPANY: Confidential (Hub & Wheel Assemblies, Brake Drums)
UNION: Auto Workers--CIO
LOCATION: Great Lakes
SIZE OF COMMUNITY: Over 100,000

EFFECTIVE DATE: June 1947
WAGE REOPENING: None allowed
Hiring Rate: Guards, $1.265; $1.315 after 60 days; $1.365 after 6 mos.
Shift Bonus: 5% on 2nd and 3rd shifts

COMPANY: Confidential (Springs)
UNION: Auto Workers--CIO
LOCATION: New England
SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: May, 1947
WAGE REOPENING: None specified; 1-yr. agmt.
Hiring Rate: 95¢; 5¢ increase every 2 mos. till $1.10 reached
Shift Bonus: 10% on 2nd and 3rd shift

COMPANY: Confidential (Batteries)
UNION: Longshoremen and Warehousemen--CIO
LOCATION: Pacific
SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: July, 1947
WAGE REOPENING: After 1 yr.; 2-yr. agmt.
Rates: $1.27½ per hr. High lift Fork truck operator gets 10¢ additional

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COMPANY: Confidential (Bumpers)
UNION: Auto Workers--CIO
LOCATION: Great Lakes
SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947
WAGE REOPENING: June 1948
Hiring Rate: Day work jobs, $1.05; $1.15 after 30 days. Individual piece work, $1.15. Group piece work, $1.15.

BAKERY AND CONFECTIONARY

COMPANY: National Biscuit Co., Cone Bakery
UNION: Retail and Wholesale Union-CIO

LOCATION: Dayton, Ohio
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ on 2nd and 3rd shift

BAKING DEPARTMENT

Machine Maintenance Men	~~$1.11½~~ 1.21½
Machine Maintenance Helpers	~~1.06½~~ 1.14½
Machine Captain	1.04½
Mixer	1.02½
Packer & Wrapper	.84½
Bag Cleaner & Clean-up Man	.91½
Janitor	.86½
Working Foreman	1.14½

MACHINE SHOP

Working Foreman	$1.47½
Machinist - 1st Class	1.26½
Machinist - 2nd "	1.21½
Machinist Helper	1.14½
Millwright	1.21½

WAREHOUSE & SHIPPING DEPARTMENT

Head Carloader	$1.02½
Handler & Shipper	.97½
Chauffeur	1.07
Working Foreman	1.10½

PROGRESSIVE WAGE SCHEDULES

New Inexperienced Employees

BAKING DEPARTMENT

Mixers	Start	$ .88½
	After 2 Weeks	.93½
	" 4 "	Classification
Packers & Wrapper	Start	$ .70½
	After 2 Weeks	.75½
	" 4 "	Classification

WAREHOUSE & SHIPPING DEPARTMENT

Handling & Shipping	Start	$ .83½
	After 2 Weeks	.88½
	" 4 "	Classification

COMPANY: Sacramento Wholesale Bakers Association
UNION: Bakery and Confectionery Workers--AFL
LOCATION: Sacramento, Calif.
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: At any time.

Shift Bonus: 15¢ between 6 p.m. and midnight, 20¢ between midnight and 6 a.m.

Baking Department—Machine Shops

Section 8. (A) Jobbers or extra help employed for less than a six-hour shift to be paid at the rate of time and one-half.	Per week, 36 hours or less, Six 6-hour shifts or less	Time and one-half overtime pay rates, per hour	Straight time pay rates, per hour	Jobber's pay rates, per 6-hour shift
Foreman, not less than	$65.16	$2.72	$1.81	$18.36
Dough-Mixer, not less than	62.64	2.61	1.74	10.94
Ovenman, not less than	62.54	2.61	1.74	10.94
Machine or Bench Hand, not less than	59.76	2.49	1.66	*0.46
Apprentice, 4th year	57.60	2.40	1.60	
Apprentice, 3rd year	51.84	2.16	1.41	
Apprentice, 2nd year	48.24	2.01	1.34	
Apprentice, 1st year	45.72	1.91	1.27	
Helper or Other Unskilled Labor, not less than	48.24	2.01	1.34	8.54

Wrapping Room and Other Miscellaneous Workers Not Covered in the Baking Department Schedules:

Section 9. (A) Jobbers or extra help employed for less than a six-hour shift to be paid at the rate of time and one-half	Per Week of 36 hours or less, either a 6 hour or 7-hour shift	Time and one-half overtime pay rates, per hour	Straight time pay rates per hour	Jobber's pay rates, per 6-hour shift	Jobber's pay rates, per 7 hour shift
Mechanics or Maintenance Men, not less than	$60.42	$2.39	$1.59	$10.01	$11.63
Foreman, Shipping and Wrapping Department	57.76	2.28	1.52	9.62	11.14
Flour Blender, Sealer, Receiving and Stock Clerks, not less than	55.18	2.19	1.46	9.26	10.72
Machine Operator, Checkers and Loaders, not less than	50.14	2.00	1.33	8.48	9.81
Machine Operators Assistant, Conveyor Men, 4 months or more	47.88	1.89	1.26	8.06	9.32
Machine Operators Assistant, Conveyor Men, 1st 3 months	45.60	1.80	1.20	7.70	[illegible]
Hand Wrappers, Forelady, not less than	47.88	1.89	1.26	[illegible]	9.32
Hand Wrappers, not less than	[illegible]	1.70	1.13	7.28	8.41
Janitors, not less than	47.00	1.86	1.25	8.00	9.24
State Store Clerks, 40 hours, not less than	[illegible]	.64	1.06	7.04	8.13
Retail Store Girls, 40 hours, not less than	42.84	1.61	1.07	6.92	7.99

New or inexperienced miscellaneous workers of any of the above classifications except Machine Operators, etc., shall receive $2.00 per week less than the weekly scale above set forth during the first 4 weeks of their employment.

COMPANY: Awrey Bakeries, Inc.

UNION: Retail and Wholesale Union--CIO

LOCATION: Detroit, Michigan

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: None specified; 1-yr. agmt.

FEMALE:		STARTING RATE	AFTER 1 MONTH	AFTER 3 MONTHS	AFTER 6 MONTHS
No. 1	General Bakery Workers, Finishing Department Workers, and General Icing Workers	68¢ per hr.	73¢ per hr.	78¢ per hr.	88¢ per hr.
No. 2	Layer Cake Icers	68¢ " "	73¢ " "	78¢ " "	88¢ " "
No. 3	Decorators, Finishing Dept.				92¢ " "
No. 4	Panners	68¢ " "	73¢ " "	78¢ " "	88¢ " "
No. 5	House to House Order Girls	68¢ " "	73¢ " "	78¢ " "	88¢ " "
No. 6	Shipping Room Bread Packers	68¢ " "	73¢ " "	78¢ " "	88¢ " "
No. 7	Shipping Room Order Girls	68¢ " "	73¢ " "	78¢ " "	88¢ " "
No. 8	Lunchroom Attendant	68¢ " "	73¢ " "	78¢ " "	88¢ " "
No. 9	Shipping Room Cashier	68¢ " "	73¢ " "	78¢ " "	88¢ " "
No. 10	Leaders -- 5¢ minimum per hour over job rate				
	16 and 17 year old girls to go to regular rates as soon as they turn 18 yrs. old	63¢ per hr.	68¢ per hr.	73¢ per hr.	76¢ per hr.

PRODUCTION DEPARTMENT SKILLED HELP

MALE:		STARTING RATE	AFTER 2 MONTHS
No. 1	Oven Men	$1.15 per hour	$1.27 per hour
No. 2	Bread & Roll Mixers	1.15 " "	1.29 " "
No. 3	Bread Wrapping Machine Operator	1.05 " "	1.19 " "
No. 4	Bread Divider Operator	1.05 " "	1.19 " "
No. 5	Bakers -- All around Bench Hands	1.10 " "	1.19 " "
No. 6	Bakers -- Expert Bench Hands	1.15 " "	1.24 " "
No. 7	Cake Mixers	1.15 " "	1.27 " "
No. 8	Icing & Filling Cookers	1.15 " "	1.27 " "
No. 9	Pie Crust Mixers	1.10 " "	1.21 " "
No. 10	Leaders -- 5¢ minimum per hour over job rate		

Cake Decorators: ---

Experienced $1.17 -- and upwards according to skill.

Inexperienced Trainees: ---

STARTING RATE	AFTER ONE MONTH	AFTER THREE MONTHS	AFTER SIX MONTHS
92¢ per hr.	97¢ per hr.	$1.07 per hr.	$1.17 per hr.

After six months $1.17 and upwards according to skill.

PRODUCTION DEPARTMENT - GENERAL DEPARTMENT

The hourly rate of each person starting in the following departments will be advanced according to this schedule:

STARTING RATE	.95	per hour
AFTER FOUR WEEKS	1.00	" "
AFTER THREE MONTHS	1.09	" " or the following job rate, whichever is higher.

No. 1	Bread Oven Loaders	$1.19 per hour
No. 2	Bread Rackers	1.09 " "
No. 3	Oven Helpers	1.09 " "
No. 4	Doughnut Fryers	1.24 " "
No. 5	Bread Panners	1.12 " "
No. 6	Pan Conditioners and General Bakery Workers	1.09 " "
No. 7	Bread and Roll Mixers -- Helpers	1.14 " "
No. 8	Bakers Helpers	1.09 " "
No. 9	Cake Depositor Operators	1.19 " "
No. 10	Ingredient Scalers	1.24 " "
No. 11	Machine Operators (not otherwise specified)	1.14 " "
No. 12	Babamfa Machine Operators	1.14 " "
No. 13	Shipping Room Service Men	1.17 " "
No. 14	Stock Men -- Helpers	1.12 " "
No. 15	Stock Men	1.18 " "
No. 16	Stock Men -- Receivers	1.24 " "
No. 17	Formula Man -- Experienced and qualified	1.27 " "
No. 18	Baking Utility Man	1.17 " "
No. 19	Cookie Cutters	1.16 " "
No. 20	Leaders -- 5¢ minimum per hour over job rate	

JANITORS

Janitors shall be considered as "extra efficient" after six (6) months full time steady employment.

The hourly rate of each person in this department will be increased according to the following schedule:

BASE STARTING RATE	.95	per hour
AFTER FOUR WEEKS	1.00	" "
AFTER THREE MONTHS	1.07	" " or the following job rate, whichever is higher.

No. 1	Janitors	$1.07 per hour
No. 2	Janitors -- extra efficient	1.12 " "
No. 3	Janitors -- pan pullers to Washing Machine	1.14 " "
No. 4	Washing Machine Operators and basement washroom men and wall washers	1.14 " "
No. 5	Floor Sander Machine Operator	1.17 " "
No. 6	Utility Janitor	1.17 " "
No. 7	Leaders -- 5¢ minimum per hour over job rate	

MECHANICS -- BOILER OPERATORS & CARPENTERS

MALE:

No. 1	Mechanic's Helpers	-- Starting rate $1.03 per hour After 3 months $1.14 per hour
No. 2	Mechanic's B	-- Range from $1.18 to $1.29 per hour
No. 3	Mechanic's A	-- Range from $1.30 to $1.45 per hour
No. 4	Master Mechanic's	-- Range from $1.46 to $1.65 per hour
No. 5	Carpenter's B	-- Starting rate $1.18 per hour After 3 months $1.27 per hour
No. 6	Carpenter's A	-- Range from $1.28 to $1.40 per hour
No. 7	Boiler Operators	-- Starting rate $1.20 per hour After 3 months $1.29 per hour
No. 8	Construction helpers	-- Starting rate $1.05 per hour After 3 months $1.19

MALES

Boys (entirely inexperienced help -- 16 and 17 and 18 years old) 10¢ per hour under all established rates (after six (6) months of full-time steady work, 18 year old boys shall be paid the regular job rate). 16 and 17 year old boys will continue at 10¢ per hour under established rates until they turn 18 years old. When older men are available, 16 and 17 year old boys to be raised to full rate after six (6) months employment or their employment to be discontinued.

COMPANY: Confidential (Candy)

UNION: Bakery and Confectionery Workers--AFL

LOCATION: Great Lakes

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 81¢ for men; 71¢ for women

Shift Bonus: 10% on night shifts

MEN

CLASS I — RATE RANGE 81¢ to 84¢ per hour

COMMON LABOR AND COMMON HELPERS

CLASS II — RATE RANGE 84¢ to 91¢ per hour

MOGUL FEEDERS AND TRUCKERS
GENERAL HELPERS
MACHINE OPERATOR C (Starch Drier & Sanding Machine)
NIGHT CLEANERS AND PORTERS
LOADERS AND TRUCKERS
UNLOADERS AND TRUCKERS
JANITORS

CLASS III — RATE RANGE 85¢ to 94¢ per hour

CANDY MAKER HELPERS
CANDY SPREADER AND SIZER
MACHINE OPERATOR B (Hand Depositor, etc.)
SHIPPING (Order Pickers, etc.)

CLASS IV — RATE RANGE 89¢ to 99¢ per hour

COOKERS (Fondant, Mazzetta, Scrap, Hard Candy Filter)
HAND ROLL MACHINE OPERATOR
CHOCOLATE REFINING (Tempering & Rollers)
TOFFEE MACHINE OPERATOR

CLASS V — RATE RANGE 91¢ to 1.01 per hour

COOKERS (Cream, Gum Crystallizing, Caramel, Hand Roll)
DROP ROLL FEEDER
CHOCOLATE REFINING (Mixers, Grinders)

CLASS VI — RATE RANGE 94¢ to 1.03 per hour

MOGUL OPERATOR
ENROBER OPERATOR
ROASTER
CHOCOLATE MOULDING (Tempering Man, Cream Man)

CLASS VII — RATE RANGE 97¢ to 1.08 per hour

HARD CANDY MAKER & SPINNER
PAN MAN

WOMEN

CLASS C — RATE 74¢ per hour

CHOCOLATE ROOM - FANCY PACKING
- Box Opener and stamper
- Divider
- Tray Girl
- Take Off Girl
- Price Tagger
- Chipboard Box Packer
- Taper

CHOCOLATE ROOM
- Take Off Belt, First Dip

ENROBING DEPARTMENT
- Feeder
- Separator

FUDGE & PEANUT
- Cutter

CHOCOLATE MOULDING
- Chocolate Depositor #1
- Chocolate Depositor #2
- Flipper
- Scraper #2
- Scraper #3
- Receiver
- Conveyor Filler
- Tray Filler
- Tray Carrier
- Tray Packer
- Star Machine Tender

GENERAL PACKING
- Supplier
- Feeder
- Filler-Packer
- Inspector
- Carton Packer
- Supply Girl & Part Time Packer

DIANA PACKING DEPARTMENT
- Diana Supplier
- Diana Packer
- Padder
- Topper & Press Operator

DIANA & STICK CANDY DEPARTMENTS
- Candy Catcher

STICK CANDY
- Candy Catcher, Honeycomb Chips

GUM DEPARTMENT
- Gum Drop Separator

CHOCOLATE REFINING
- Peanut Picker

BOX MAKING DEPARTMENT
- Nester
- Tier

CLASS B RATE 76¢ per hour

CHOCOLATE ROOM - FANCY PACKING
- Liner
- Cellophane Wrapper Feeder

CHOCOLATE ROOM
- Bar Wrapping Machine Feeder
- Bar Packer
- Bar Wrapping Service Girl
- Enrobing Take Off & Packing

CHOCOLATE MOULDING
- Scraper #1
- Wrapping Machine Feeder

DIANA PACKING DEPARTMENT
- Weigher
- Screw Capper
- Labbler - Feeder
- Case Packer

STICK CANDY
- Honeycomb Chips Helper

CLASS A RATE 78¢ per hour

CHOCOLATE ROOM - FANCY PACKING
- Fancy Packer
- Weigher
- Tier
- Case Packer

CHOCOLATE ROOM
- Hand Dipper

ENROBING DEPARTMENT
- Stringer

CHOCOLATE MOULDING
- Cream Depositor Feeder
- Knockout

COMPANY: Confidential (Candy)

UNION: Retail and Wholesale Union--CIO

LOCATION: Middle West

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: April 1948

MALE

Labor Grade	Start	After 30 days	After 6 months	After 12 months
A	.97	1.02	1.07	1.17
B	.90	.95	1.01	1.06
C	.72	.84	.90	1.00
D	.72	.83	.88	.95
Misc.	.90	.95	1.02	1.11

Maintenance—Based on merit.

FEMALE

A	.65	.77	.82	.88
B	.65	.75	.78	.82

Machine and Relief Operators — A
All others in ..... — B
— except —
Rose Machine Operator ..... .98

Employees in the Hard Candy Manufacturing Department shall have the first opportunity to transfer to Rose Machine Operator when vacancy occurs on the following basis:

Start	.87
After 3 months	.92
After 6 months	.98

Plan of Progression

	L. G.
Mogul Cooking	
Mogul Cooks	A
Raw Cream Cooks..	A
Apprentice Cook ...	B
Cook's Helper	C
Specialties—Peanut	
Cook	A
Spreader — Cutter..	B
Helper	C
Hard Candy Mfg.	
Hard Candy Cook..	A
Hard Candy Spinner	A
Helper	B
Sander	C
Pan Department	
Hot Pan Grosser ..	A
Pan Finisher	A
Soft Pan Grosser ..	A
Apprentice Grosser.	B
Helpers	C
Raw Material	
Receiving Clerk ...	A
Storeskeeper	A
Storeskeeper Helper	C

	L. G.
Mogul Casting	
Mogul Operator Reliefman	A+
Mogul Operator	A
Reliefman	B
All other department employees ..	C
Specialties—Fudge	
Cook	A
Cook's Helper	B
Helper	C
Lozenge Mfg.	
Operator	A
Mixer	B
Feeder	C
Helper	C
Shipping	
Truck Driver ..	Misc.
Order Filler	Misc.
Stockman	C
Truckers	C
Elevators	
Elev. Oper. No. 1	Misc.
Elev. Oper No. 2...	B
Elevator Helpers ..	C

All others in Labor Grade "C"

No Progression — except — No Progression

All employees in Maintenance classification including Helpers, Flavor Room Girl, Printer, Paper Cutter.

Porters	D
Sackman	D
Salvage Handler ...	D

COMPANY: San Francisco Bakery Employers
UNION: Bakery and Confectionery Workers--AFL
LOCATION: San Francisco, Calif.
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: April 1947
WAGE REOPENING: None specified; agmt. expires March 1948

Shift Bonus: 13½¢ between 6 p.m. and midnight, 21½¢ between midnight and 6 a.m.

SECTION 8 (a) The minimum hourly and weekly rates of pay for men steadily employed shall be as follows:

	Straight Time Pay Per Hour	Per 38-hr. wk. Four 6-hr. and two 7-hr. days	Per 36-hr. wk. - Six 6-hr. days
Foremen	$ 1.78	$ 67.64	$ 64.06
Ovenmen and Doughmixers	1.72	65.36	61.92
Depositer Men	1.72	65.36	61.92
Bench Hands	1.63	61.94	58.68
Flour Blenders	1.54	58.52	55.44
Helpers & Apprentices after 1st year in industry	1.34	50.92	48.24
Helpers & Apprentices 1st year in industry	1.26	47.88	45.36
Pan Greasers, Pot Washers, Unskilled Labor	1.16	44.08	41.76

(b) The minimum hourly and daily rates of pay for jobbers shall be as follows:

	Straight Time Pay Per Hour	Per 6-hr. day	Per 7-hr. day While 38-hr. wk. is in effect
Foremen	$ 1.88	$ 11.28	$ 13.16
Ovenmen and Doughmixers and Depositer Men	1.82	10.92	12.74
Bench Hands	1.73	10.38	12.11
Flour Blenders	1.64	9.84	11.48
Helpers & Apprentices after 1st year in industry	1.44	8.64	10.08
Helpers & Apprentices 1st year in industry	1.36	8.16	9.52
Pan Greasers, Pot Washers, Unskilled Labor	1.26	7.56	8.82

(c) All employees who, except for illness, holidays, or lay-offs for their own purposes, are given six (6) days' work in a pay roll week, shall be classified as men steadily employed under this agreement and shall be paid at the minimum hourly and weekly

rates of pay set forth in paragraph (a) above. All other employees shall be classified as "jobbers" and paid at the minimum hourly and daily rates of pay set forth in paragraph (b) above.

COMPANY: Confidential (Baking)

UNION: Bakery and Confectionery Workers--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 5¢ less than classification rate for 30 days

Shift Bonus: 5¢ on night shifts

	RATE
Sponge & Dough Mixers	$1.29 per hour
Mixers & Helpers	1.14 " "
Divider Men	1.24 " "
Moulder Men	1.19 " "
Bench Hands	1.19 " "
Pan Greasers	1.04 " "
Bench Helpers	1.04 " "
Oven Men	1.19 " "
Oven Helpers	1.04 " "
Pan Rackers	1.04 " "
Bread Rackers	1.04 " "
Wrapping Machine Operators	1.09 " "
Wrapping & Slicing Helpers	1.015 " "
Assembly Batch Men	1.19 " "
Janitors	.99 " "
Porters	1.04 " "
Flour Handlers	1.065 " "
Checkers & Packers	1.04 " "
Flour Blenders	1.14 " "
Machine Helpers	1.04 " "

COMPANY: San Francisco Bakery Employers

UNION: Operating Engineers--AFL

LOCATION: San Francisco, Calif.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: After 1 yr.

Minimum Rates: $83.75 for chief engineers (where 2 or more engineers are employed); $75.38 for assistant chief, operating chief, or first assistant engineers; $72 for engineer (where only one engineer is employed); $67 for watch engineers (where 2 or more engineers employed); $53.25 for junior or apprentice engineers

Shift Bonus: 10¢ between 6 p.m. and midnight, 20¢ between midnight and 6 a.m.

COMPANY: Confidential (Baking)

UNION: Bakery and Confectionery Workers--AFL

LOCATION: South Atlantic

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: February 1947

WAGE REOPENING: None specified; 2-yr. agmt.

Hiring Rate: 5¢ less than classification rate for first 30 days

Shift Bonus: 5¢ on night shifts

Classification	Rates
Senior Working Foremen	$1.37
Working Foremen	1.31
Bread Department	
Mixer	1.17
Dough Helper	1.04
Divider	1.09
Roll Machine Operator	1.09
Mouler Operator	1.04
Oven Feed and Dump	1.02
Slicer and Wrapper Operator	1.04
Wrapper Helper	.92
Maintenance Mechanic	1.17
Flour Blender	.82
General Bakery Labor	.87
Porter	.82
Head Housekeeper	.97
Moulder Helper	.92
Cake Department	
Mixers	1.17
Oven Operators	1.09
Donut Operators	1.09
General Bakery Help—Female	.78
Icing Mixer	1.07
Cake Wrapping Operator	.88
Cake Slicer	.83
Depositor Operator	.90
Hand Icer	.83
Forelady	.98
Shipping Department	
Receiving Clerk	.97
Selector	.97
Floor Man	.92
Packing Checker	1.07
Bread Packer	.92

COMPANY: Confidential (Baking)

UNION: Bakery and Confectionery Workers--AFL

LOCATION: South Atlantic

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: None specified; 2-yr. agmt.

Hiring Rate: 80¢ for men; 75¢ for women; regular rates after 90 days

Shift Bonus: 5¢ on night shifts

Bread Shop

Dough Mixer	$1.18
Mixer Helper (Advanced)	1.05
Dough Room Helpers	.95
Divider Men	1.10
Moulder Men	1.05
Moulder Men (Female)	1.00
Oven Men	1.10
Oven Feeders and Dumpers	1.03
Wrapping Machine Operator	1.05
Wrapping Machine Feeder	.95
Roll Machine Operator	1.05
Helpers	.85
Bread Box Makers	1.00

Hiring Rate $.80—after ninety (90) days regular rate.

Cake Shop

Dough Mixer	$1.05
Icing Mixer	1.05
Oven Men	1.00
Depositor Operator	.95
Wrapping Machine Operator	.85
Ingredient Scalers	.90
Icing Machine Operator	.85
Doughnut Machine Operator	1.05
Icers and Wrappers (Female)	.80
Forelady	.85
Helpers (Male)	.85
Helpers (Female)	.80
Mechanic	1.35
Mechanic Helper	.90

Cake Decorators $.10 per hour above regular rate while decorating.

COMPANY: San Francisco Bakery Employers Association

UNION: Building Service Employees--AFL

LOCATION: San Francisco, Calif.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: December 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates: Janitors, janitresses and watchmen--$1.25; working foremen--$1.35

Shift Bonus: 13½¢ for all hrs. between 6 p.m. and 6 a.m.

COMPANY: Confidential (Biscuits)

UNION: Retail and Wholesale Union--CIO

LOCATION: Middle West

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: Each 6 months

Rates: 65¢ min. for all female employees; 75¢ for stock boys; $35 per week for floor lady

BEVERAGES

COMPANY: Hiram Walker & Sons Inc.

UNION: Distillery Workers--AFL

LOCATION: Peoria, Illinois

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 5¢ less than regular rate for first 3 mos.

Shift Bonus: 5¢ on afternoon, 10¢ on night shift

Edmund Street Plant

DISTILLERY DIVISION

Still Operator	$ 1.65
Cooker Operator	1.56
Miller	1.46
Fermenter Operator	1.46
Scotch House Operator	1.44
Specialty Man	1.40
Cooker Helper	1.37
Fermenter Helper	1.37
Meal Handling	1.37
Grain & Meal Storage Bin Cleaning	1.37
(the above named to be paid only for the time actually engaged in such work)	
Grain Unloading	1.225
General Help	1.225

CEREAL PRODUCTS DIVISION

Evaporator Operator	1.61
Rotary Dryer Operator	1.48
Drum Dryer Operator	1.44
Grinder	1.40
Vibrex Screen (General Help)	1.275
Second Floor Man (General Help)	1.275
Screens (General Help)	1.275
Extractor (General Help)	1.275
General Help	1.275
Janitors	1.225

YEAST DIVISION

Yeast Operator	1.60
Yeast Helper	1.52

MATURING DIVISION

High Wines	
Sub-Foreman	1.48
Operator	1.44
General Help	1.225

Industrial Alcohol Warehouse	
Operating Sub-Foreman	1.44
Operator	1.37
Helper	1.30
General Help	1.225
Cistern Tank Department	
Operating Sub-Foreman	$ 1.44
Operator	1.37
General Help	1.225
Draw-Off Department	
Cutter	1.37
Barrel Repair Man	1.36
Scale Man	1.33
Draw-Off Man	1.30
General Help	1.225
Warehouse Department	
Cooper	1.49
Sub-Foreman	1.41
Leak Hunter	1.36
Scale Man	1.33
Dumper	1.30
General Help	1.225
Cooperage Department	
Cooper	1.49
Timber Inspector	1.41
Hooper	1.41
General Inspector	1.33
General Help	1.225
Tax-Pay & Regauge Department	
Sub-Foreman	1.41
Cutter	1.37
Scale Man	1.33
Head Dumper	1.30
Head Truck Loader	1.30
General Help	1.225
LABORATORIES - Research and Control	
Grain Sampler	1.37
General Help	1.225
RECTIFYING DIVISION	
Sub-Foreman (Rectifying)	1.48
Sub-Foreman (Dumping)	1.41
Blending Operator	1.37
Checker	1.30
General Help	1.225
BOTTLING DIVISION	
Bottling Department (including Reconditioning and Stenciling)	
Sub-Foreman	1.41
Whiskey Man	1.38

BOTTLING DIVISION (Continued)

Bottling Department (including Reconditioning and Stenciling) (Continued)

Cap Man	$ 1.30
General Help - Male	1.225
General Help - Female	1.00
Janitors (including Administration Building Janitors)	1.225
Sealer Man	1.25
Matron	1.00
Head Matron	1.05
Packers	1.125
Hand Neck Stripping Machine Operator	1.125
Hand Operated Filling Machine Operator	1.125
Hand Operated Blower Operator	1.125
Hand Operated Cap Machine Operator	1.125
Automatic Filling Machine Operator	1.075
Automatic Cap Machine Operator	1.075
Automatic Labeling Machine Operator	1.075
Automatic Neck Stripping Machine Operator	1.075

(The differential of 5¢ between the rate for hand operated machines and automatic machines is because of the difference in type of machine. There is no promotion involved and all machine operating will continue to be considered as on the same level)

SHIPPING & INVENTORY DIVISION

Finished Goods Storage	
Sub-Foreman	$ 1.41
Checker	1.30
General Help	1.225
Shipping Department	
Sub-Foreman	1.41
Manifest Checker	1.33
Checker	1.30
General Help	1.225
Multigraph Department	
Operator	1.55
Assistant Operator	1.40
Power Cutter	1.30
General Help	1.225
Label Cage	
Sub- Foreman	1.41
Checker	1.33
Cap Man	1.30
General Help	1.225
Receiving Department (including Empty Case Warehouse)	
Bottle Inspector	1.50
Head Receiving Checker	1.41

SHIPPING & INVENTORY DIVISION (Continued)

Receiving Department (including Empty Case Warehouse) (Continued)

Empty Case Specialty Man	$ 1.41
Sub-Foreman	1.41
Uniform Checker	1.33
Receiving Checker	1.33
General Help	1.225

CAFETERIA DIVISION

Cook (1st and 2nd)	1.56
Pastry Cook	1.375
Utility Man	1.30
Dishwasher (Male)	1.275
Head Waitress	1.175
Assistant Cook	1.125
Salad Girls	1.075
Waitresses (General Help)	1.05

Clarke Street Plant

MATURING DIVISION

(In this division all employees except the cooper have been receiving a uniform rate and doing all types of work within the division. All such employees shall continue on this same basis at a rate of $1.36 per hour. The Company may, at its sole option, place subsequently hired or transferred men on the rates and in the classifications hereinafter provided or place them on the basis of the employees presently in the division)

Industrial Alcohol Warehouse

Operator (to be paid only for the time actually engaged in operating)	$ 1.37
General Help	1.225

Warehouse Department

Cooper	1.49
Sub-Foreman	1.41
Leak Hunter	1.36
Scale Man	1.33
Dumper	1.30
General Help	1.225

Cooperage Department

Cooper	1.49
Sub-Foreman	1.41
Timber Inspector	1.41
Hooper	1.41
General Help	1.225

Tax-Pay & Regauge Department

Sub-Foreman	$ 1.41
Cutter	1.37
Scale Man	1.33
General Help	1.225

LABORATORY

Recorder	1.33
General Help	1.225

RECTIFYING DIVISION

Operating Sub-Foreman	1.48
Sub-Foreman (Dumping)	1.41
Blending Operator	1.37
General Help	1.225

BOTTLING DIVISION

Bottling Department (Including Reconditioning)

Sub-Foreman	1.41
Whiskey Man	1.38
Cap Man	1.30
General Help - Male	1.225
General Help - Female	1.00
Janitors (including Administration Building Janitors)	1.225
Sealer Man	1.25
Horex Filler	1.16
Matron	1.00
Head Matron	1.05
Packers	1.125
Hand Neck Stripping Machine Operator	1.125
Hand Operated Filling Machine Operator	1.125
Hand Operated Blower Operator	1.125
Hand Operated Cap Machine Operator	1.125
Automatic Filling Machine Operator	1.075
Automatic Cap Machine Operator	1.075
Automatic Labeling Machine Operator	1.075
Automatic Neck Stripping Machine Operator	1.075

(The differential of 5¢ between the rate for hand operated machines and automatic machines is because of the difference in type of machine. There is no promotion involved and all machine operating will continue to be considered as on the same level)

SHIPPING & INVENTORY DIVISION

Finished Goods Storage

Sub-Foreman	$ 1.41
Checker	1.30
General Help	1.225

Shipping Department

Sub-Foreman	$ 1.41
Checker	1.30
General Help	1.225

Label Cage

Sub-Foreman	1.41
Checker	1.33
General Help	1.225

SHIPPING & INVENTORY DIVISION (Continued)

Receiving Department	
Sub-Foreman	1.41
Head Receiving Checker	1.41
Uniform Checker & Seal Cutter	1.33
Receiving Platform Checker	1.33
Cap & Cel-o-Seal Man	1.30
General Help	1.225
Empty Case Department (including Stenciling)	
Sub-Foreman	1.41
General Help - Male	1.225

CAFETERIA DIVISION

Utility Man	1.30
Head Waitress	1.125
Waitresses (General Help)	1.05

Uptown Warehouse

Sub-Foreman	1.41
Specialty Man	1.38
Barrel Receiving Man	1.36
Elevator Operator	1.33
Checker	1.30
General Help	1.225

COMPANY: Pebbleford Distillery Co., Inc., subsidiary of Schenley Distilleries, Inc.

UNION: Distillery Workers--AFL

LOCATION: Newport, Ky.

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 5¢ less than regular rate for first 3 mos.

Shift Bonus: 5¢ on night shifts

JOB CLASSIFICATIONS	RATE PER HOUR
Distillery:	
Distillery Operator	$ 1.10
Warehouse:	
Warehouse Working Foreman	1.40
Barrel Cutter	1.10
Leak Hunter	1.10
Cooper	1.20
Warehouseman	1.05
Maintenance:	
Skilled Craftsman	1.35
Power Plant:	
Fireman	1.30
Coal Passer	1.05
General Plant:	
Truck Driver	1.05
Laborer	1.00
Bottling Plant - Male:	
Set-up Man Mechanic	1.35
Filter and Pumper Operator	1.10
Bottling House Man	1.05
Working Foreman	1.40
Bottling Plant - Female:	
Floorwoman	.90
Line Captain	1.00

COMPANY: Geo. T. Stagg Co., Inc., subsidiary of Schenley Distilleries, Inc.
UNION: Distillery Workers--AFL

LOCATION: Stamping Ground, Ky.
SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: July 1947
WAGE REOPENING: Upon 10% rise in local cost-of-living level; 1-yr. agmt.

Hiring Rate: 5¢ less than regular rate for first 3 mos.

Shift Bonus: 4¢ for shift ending nearest midnight, 6¢ for shift beginning nearest midnight

JOB CLASSIFICATION	RATE OF PAY
DISTILLERY:	
Working Foreman	$1.37½
Assistant Working Foreman	1.22½
Beer Runner	1.15
Miller	1.15
Yeast Room Man	1.15
Cooker Operator	1.15
Refrigerator Operator	1.15
Dry House Operator	1.15
Dry House Operator Helper	1.05
Fermenting Room Man	1.05
Granary Operator	1.05
Grain Unloader	1.00
Yeast Room Helper	1.00
Slop Tank Man	1.00
Fermenting Room Helper	1.00
WAREHOUSE:	
Working Foreman	1.37½
Barrel Cutter	1.12½
Cooper	1.20
Leakhunter	1.10
MAINTENANCE:	
Working Foreman	1.37½
Skilled Craftsman	1.25
Specialist	1.20
Skilled Craftsman's Helper	1.05
MISCELLANEOUS:	
General Plant Laborer	1.00
Truck Driver	1.05

COMPANY:
Duluth Brewing & Malting Co.
Peoples Brewing Co.
Fitger Brewing Co.
Northern Brewing Co.

UNION: Brewery Workers--CIO

LOCATION: Duluth, Minn.
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: None specified; 1-yr. agmt.

MECHANICAL DEPARTMENT	
Chief Engineers	$54.70
Engineers	$52.55
Firemen	$50.90
Oilers	$50.90
Maintenance Men	$52.55
Watchmen	$42.70
MALTHOUSE DEPARTMENT	
Malthouse Foreman	$51.45
First Men	$51.45
Other Malthouse and Elevator Men	$49.80
BREWING DEPARTMENT	
All First Men	$51.45
Kettlemen	$51.45
All other union members	$49.80
Apprentices, 1st yr.	$39.30
2nd yr.	$40.80
Permit Card Men	$39.30
YARD DEPARTMENT	
Yardmen	$47.95
Permit Card Men	$39.30
BOTTLING DEPARTMENT	
First Men	$49.70
All other union members	$47.60
Permit Card Men	$39.30
DELIVERY DEPARTMENT	
Truck Drivers	$50.90
Truck Driver's helpers	$47.95
Permit Card helpers	$39.30

COMPANY: Confidential (Soft Drinks)

UNION: Brewery Workers--CIO

LOCATION: South Central

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 64½¢ for first 2 mos.

First Fillerman	.97 per hour
Class A Bottleshop help	.90 " "
Class B Bottleshop help	.72 " "
Engineer	1.25 " "
Maintenance Man	1.05 " "
Trainees	.645 " " for the first sixty days after which time the trainee in the sole discretion of the Company, shall be promoted to the Class B Bottleshop rate.
Route Driver Salesmen	$ 42.50 per week plus .02¢ per case commission
Route Driver Trainees	$ 39.50 per week, without commissions for the first sixty (60) days of his employment after which time the trainee, in the sole discretion of the Company, shall be promoted to the route driver salesman rate.
Freight Drivers	$ .885
Telephone Drivers	$ .885

COMPANY: Confidential (Brewers)

UNION: Brewers and Malsters--Ind.

LOCATION: Middle West

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: November 1947

WAGE REOPENING: Not specified; 1-yr. agmt.

Brewers at the rate of $65.00 per week or equivalent to $1.62½ per hour.

Temporary men working as brewers at the rate of $62.00 per week or equivalent to $1.55 per hour.

Freight handlers and Ice Pullers at the rate of $59.40 per week or equivalent to $1.48½ per hour.

Temporary men working as freight handlers and ice pullers at the rate of $57.00 per week or equivalent to $1.42½ per hour.

Apprentices, first six months $45.00 per week or equivalent to $1.12½ per hour.
Apprentices, second six months $47.40 per week or equivalent to $1.18½ per hour.
Apprentices, third six months $49.40 per week or equivalent to $1.23½ per hour.
Apprentices, fourth six months $53.00 per week or equivalent to $1.32½ per hour.

COMPANY: New York Brewers Board of Trade, Inc.

UNION: Brewery Workers--CIO

LOCATION: New York City

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: April 1948, if BLS index has risen 8 points during preceding year

Shift Bonus: 40¢ per night shift

	Per week
All employees in Brewing and Inside Bottling Departments	$65.00
Apprentices:	
First 6 months	44.80
Second 6 months	45.80
Second year	46.80
Platform men, loaders and unloaders	65.00
Trailer and 6 Wheel Drivers	67.50
Chauffeurs	65.00
Chauffeurs' Helpers	60.00
Stablemen and Yardmen	60.00

BUILDING MATERIALS

COMPANY: Rockbestos Products, Inc.

UNION: Electrical Workers--AFL

LOCATION: New Haven, Conn.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May, 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: Men, 87¢; 93¢ after 2 mos. Women, 76¢; 82¢ after 2 mos.

Shift Bonus: 15% on 3rd shift

Male			Female		
Grade	Min.	Max.	Grade	Min.	Max.
1	1.48	1.58			
2	1.41	1.50			
3	1.33	1.43			
4	1.25	1.35			
5	1.19	1.28			
6	1.12	1.21			
7	1.07	1.14			
8	1.01	1.09	21	1.01	1.09
9	.97	1.04	22	.97	1.04
10	.93	.99	23	.93	.99
11			24	.89	.96
12			25	.82	.92

Field	Code	Job	Labor Grade
Asbestos	A12	Working Ass't - Carding	3
	A13	" " - Fiberizing	4
	A01	Carding Machine Operator	6
	A03	Fiberizer Operator	6
	A04	Fiberizer Helper	8
	A05	Roving Crib Attendant	10
Cafeteria	P02	Chef	6
	P01	Cafeteria Aide	8
	P05	Cafeteria Helper	10
Inspection	E04	Electrical Tester A	5
	F07	Disposition Clerk	5
	E01	Final Inspector A	*
	F06	Crib Worker Inspector	*
	E02	Final Inspector B	*
	E05	Electrical Tester B	*
Shipping	R11	Working Ass't - Coiling	6
	R05	Receiver	7
	R06	Shipper-Packer	7
	R08	Stock Selector	7
	R01	Freight Checker	*
	R10	Outside Truck Driver	7
	R02	Shipping Helper #1	8
	R09	Lift Truck Operator	*
	R03	Shipping Helper #2	9

Tubing	I19	Working Ass't - Tubing	4
	I01	Mill Operator	*
	I16	#4 Tuber Operator	*
	I17	#2 Tuber Operator	*
	I02	Mill Helper	8
	I14	Repair Inspector - Tubing	9
	I11	Stock Cutter	10
	I15	Tuber Feeder	10
Women	R04	Inspector Coiler	8
	B08	Cabling Operator 120 & 127	*
	E03	Tagger-Labeler	9
	B04	Asbestos Braid Operator	9
	B05	Braider Operator	8
	F20	Splicer-Patcher	*
	F04	Coiler-Reeler	9
	A06	Yarn Twister	10
	A07	Yarn Winder	*
	B14	Spool Winder	10
	B15	Wire Winder	10
	B17	Winding Armor	*
	I10	Magnet Wire Operator	10
	F09	Mercury Inspect	11 (24)
	R07	Spooler	11 "
	F21	Spooler High Speed	11 "
Non-Skilled	F05	Compound Mixer	6
	M06	Fireman	7
	M26	Watchman-Fireman	7
	S01	Salvage Group Leader	7
	M10	Janitor Group Leader	8
	F26	Compound Mixer Helper	8
	M25	Watchman	8
	B10	Cleaner - Braid Dept	9
	F27	Cleaner - Finish Dept	9
	B13	Hand Trucker - Braid Dept	9
	I13	Hand Trucker - Insul Dept	9
	F28	Hand Trucker - Finish Dept	9
	S02	Salvage Man	9
	I03	Departmental Helper - Insul	10
	F08	Departmental Helper - Finish	10
Machinist	M38	Working Ass't - Machine Shop	2
	M13	Machinist A	3
	M14	Machinist B	4
	M15	Machinist C	5
	M07	Machinist Helper	8
	P03	Garage Attendant	*
	M01	Carrier Repairman	9
	M24	Tool Crib Attendant	9
Carpenter	M02	Carpenter A	3
	M03	Carpenter B	5
	M39	Working Ass't - Reel Repair	5
	M21	Reel Repairman	*
	M22	Reel Sprayer-Painter	8
	M20	Reel Assembler	10

* Classifications so marked are in dispute and will be corrected in accordance with findings established.

COMPANY: Southwestern Portland Cement Co.
UNION: Mine, Mill and Smelter Workers--CIO
LOCATION: El Paso, Texas
SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: September 1947
WAGE REOPENING: None specified; 1-yr. agmt.
Shift Bonus: 4¢ on 2nd, 6¢ on 3rd shift

Job Classification	Rate
QUARRY:	
Powderman	1.205
Electric Shovel Operator	1.355-1.435
Small Shovel Operator	1.105
Driller-Jackhammer	1.005
Well Drill Operator	1.105
Helper	.965
Brakeman	.965
Laborer	.955
Diesel Eng. Operator	1.105
Blacksmith	1.355
Bulldozer Operator	1.155
Trucker	1.255
CRUSHER:	
Feederman	1.005
Tunnelman	.965
Sweeper	.955
DRYER:	
Dryerman	.965
RAW GRIND:	
Miller	1.005
Oiler	.965
Sweeper	.955
FINISH GRIND:	
Miller	1.105
Oiler	.965
Sweeper	.955
SILOS:	
Silo Operator	.965
KILNS:	
Burner	1.355
Pitman	.965
P. B. C. Operator	.965
YARDS & GROUNDS:	
Loco. Crane Engineer	1.255
Loco. Crane Fireman	.965
Janitor	.955
Laborer	.955
WAREHOUSE:	
Warehouseman	1.205
Truck Driver	1.005
Helper (Whseman)	.965

Job Classification	Rate
PACKING HOUSE:	
Contract Packer	.965
or 100 bbls.	$2.105
Special (x)	$2.62
Sweeper	.955
Tunnelman & Repairman	1.155
Sack Tier	1.160 M
Sack Handler	.955
Sack Repair	.955
Helper, Tunnel & Repair	1.005
POWER PLANT:	
Waste Heat Operator	1.245
Waste Heat Operator Helper	.965
W. H. Dust Conveyor Operator	1.045
Power House Engineer	1.355
P. H. Fireman and Sw. Bd. Oper.	1.005
Power House Repairman	1.155
Helper (Power Plant)	.965
Pipe Fitter	1.355
MACHINE SHOP:	
Blacksmith	1.355
Blacksmith Helper	.965
Machinist	1.355-1.435
Welder	1.355-1.435
Carpenter	1.355
Boilermaker	1.355-1.435
Helper	.965
Machinist Helper	.965-1.085
Straw Boss	1.155
Leadman	1.015
REPAIR GANG:	
Repairman	1.155
Repairman Helper	1.005
Mason	1.305
ELECTRICAL DEPT.:	
Electrician	1.355
Troubleshooter	1.245
Helper	.965
LABORATORY:	
Laboratorian	1.135
Analyst (2nd Class)	1.205-1.285
GYPSUM QUARRY:	
Driller-Jackhammer	1.055
Shovel Operator	1.155
Laborer	.965

Company will pay the loading crew an additional eighty-eight (88) cents per car, when loading, this additional sum to cover the work of spotting, opening, covering and closing the cars.

COMPANY: Confidential (Portland Cement)
UNION: Cement, Lime and Gypsum Workers--AFL
LOCATION: South Central
SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May 1947
WAGE REOPENING: At any time.
Shift Bonus: 4¢ on 2nd, 6¢ on 3rd shift

QUARRIES

	Per Hour
Large Shovel Operators	$1.53
Large Shovel Helpers	1.06
D2 and 20B Shovel Operators	1.15
D2 and 20B Shovel Helpers	1.04
Crusher Operators	1.15
Trailer Truck Drivers	1.15
Bulldozer Operators	1.15
Powder Men	1.15
Wagon Drill Operators	1.15
Wall Drillers	1.06
Small Truck Drivers	1.00
Muckers on Wall	.98
Powder Helpers	1.06
Block Hole Drillers	.98
Crusher Helpers	1.00
Hydraulic Striper	.93
Crusher Labor	.93
Miscellaneous	.93

MILL DEPARTMENT

Burners	$1.45
Extra Mill Foreman	1.31
Millers	1.17
Crane Men	1.15
Helpers and Utility Men	1.00
Coal Handlers	1.00
Shale Punchers, Clean Up & Misc.	.93

YARD

Tractor Shovel-Dozer Operator	1.15
Truck Driver	1.00
Watchman, Janitors, Office Boy	.93
Yard Labor	.93

MAINTENANCE DEPARTMENT

	Per Hour
Machinist	$1.53
Ben Davies	1.53
Welder	1.45
Chute Builder and Carpenter	1.41
Mechanic, Inspector	1.34
Auto Mechanic	1.34
Blacksmith	1.45
Blacksmith Helper	1.08
Repairmen No. 1	1.34
Shift Repairmen	1.30
Truck Attendant (no mechanic)	1.10
Repair and Shop Helpers	1.00
Labor	.93

ELECTRICAL DEPARTMENT

Electrician No. 1	$1.45
Electrician and Sales Demonstrator	1.44
Shift Electricians	1.39
Switchboard Attendants	1.02
Motor Tender	1.05
Labor	.93

LABORATORY

Laboratory Assistant	$1.27
Mix Men	1.09

STORE ROOM

Card Clerk	$1.22
Issue Clerk	1.00
Truck Driver and Record Clerk	1.10

PACK HOUSE

	Per Hour
Repairman and Oiler	$1.30
Car and Cement Checker	.95
Packers, Each (4)	.52 per 100 Bbls.
Extra Truckers, Each (2)	.37 per 100 Bbls.
Bin Puller (2)	.37 per 100 Bbls.
Car Cleaner (1)	.37 per 100 Bbls.
Car Liner and Checker	.37 per 100 Bbls.
Bulk Cement Loading, each (Entire Crew)	.25 per 100 Bbls.
Masonry Loading (4)	.78 per 100 Bbls.
Unload Material, Clean Up, etc.	.93

BAG HOUSE

Assorting Bags	$1.16 per 1000 Bags
Tying Bags (Divided between two men)	.90 per 1000 Bags
Darning and Valving Bags	.61 per 100 Bags
Cleaning and Turning Bags	.93
Clean Up, etc.	.93

COMPANY: Confidential (Clay)

UNION: Brick, Tile and Clay Workers--AFL

LOCATION: Pacific

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

CLASSIFICATION		RATE
Labor		$1.09
Janitors		1.09
Watchman		1.09
Clean-up		1.09
Yard Pipe Cleaners		1.13
Kiln Setting Truckers		1.13
Yard Pipe Graders		1.13
Dry Pan Operator		1.20
Tractor Driver		1.15
Yard Men		1.13
Kiln Drawers		1.13
Floor or Auger Finishers		1.15
Brancher - Learner	(1st 3 Mo.)	1.13
Maintenance Repair	(1st 5 Mo.)	1.13
Ass't. Kiln Setter		1.20
Brancher	(2nd 3 Mo.)	1.20
Pug Mill Operator		1.20
Oiler and Maintenance		1.18
Augerman - Top		1.25
Maint. & Repair	(2nd 5 Mo.)	1.18
Maint. & Repair	(3rd 5 Mo.)	1.23
Lift Truck Operator - Hyster Type		1.23
Lift Truck Operator - Loader - Truck and Yard		1.25
Top Brancher		1.28
Glaze Preparation		1.20
Maint. & Repair	(4th 5 Mo.)	1.28
Burners		1.25
Head Burner		1.30
Maint. Mechanic "A"		1.53
Kiln Drawer - Lead		1.20
Sprayers		1.20
Truck Drivers		1.28
Kiln Setter		1.25
Maint. Mechanic "B"		1.40
Maint. Mechanic "C"		1.33

COMPANY: Confidential (Clay Products)

UNION: Brick, Tile and Clay Workers--AFL

LOCATION: Pacific

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: Not specified; 1-yr. agmt.

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

STONEWARE DIVISION

CLASSIFICATION	RATE
FEMALE EMPLOYEES	
Labor	$ .92
Janitress	.92
Finisher - Jigger or Castware	.95
MALE EMPLOYEES	
Labor	1.00
Clean-up	1.00
Jiggerman's Helper	1.05
Grader	1.05
Clay Preparation - Helper	1.05
Kiln Truckers - Set and Draw	1.05
Kiln Drawer - Lead	1.10
Clay Preparation	1.10
Rehandlers - Finished Ware	1.10
Packer	1.15
First Setters	1.20
Hand Sprayers	1.25
Dippers	1.30
Mold Maker	1.35
Jiggerman	1.40
Jiggerman and Olla Glazer	1.40
Model, Block & Case	1.40

BRICK DIVISION

Labor	1.00
Janitor	1.00
Clean-up	1.00
Yardmen	1.05
Grog Crusher Feeder	1.05
Fire Clay Sackers	1.05
Brick Sorters	1.08
Brick Tossers	1.08
Kiln Drawers	1.08
Offbearers - All Machines	1.10
Repress Feeders	1.10
Pugmill Operator	1.10
Dry Pan Operator	1.10
Cutting Machine Operator	1.10
Plant Electric Lift Truck Operator	1.15
Dry Press Operator	1.15
Hand Molder - 2nd Class	1.15
Setters	1.15
Die Changer	1.15

Ware Remover	1.15
Slip Preparation	1.20
Hand Molders - 1st Class	1.20
Crane Operator - No Repairs	1.25
Caster	1.40

GENERAL DIVISION

CLASSIFICATION	RATE
Labor	1.00
Janitor	1.00
Watchman	1.00
Clean-up	1.00
Casual Labor	1.00
Maintenance Repair (1st 5 Mo.)	1.05
Glaze Preparation Helper	1.05
Oiler	1.10
Burners Helper	1.10
Maintenance Repairman (2nd 5 Mo.)	1.10
Maintenance Mechanic (3rd 5 Mo.) "D"	1.15
Maintenance Electrician "D"	1.15
Millman	1.15
Maintenance Mechanic (4th 5 Mo.)	1.20
Laboratory Assistant	1.20
Kiln Burners	1.25
Maintenance Mechanic "C"	1.25
Maintenance Electrician "C"	1.25
Head Burner	1.30
Maintenance Mechanic "B"	1.40
Maintenance Electrician "B"	1.40
Maintenance Carpenter "B"	1.40
Master Glazer	1.40
Maintenance Mechanic & Welder "A"	1.53
Maintenance Electrician Journeyman "A"	1.53

WALL TILE DIVISION

FEMALE EMPLOYEES

Labor	.92
Fettlers	.93
Offbearers - Hand & Power Press	.93
Packers - Glost	.93
Bisque Sorters	.93
Hand Spray - Offbearers	.93
Spray Machine - Feeders & Offbearers	.95
Glost Tile Sorters	.98

MALE EMPLOYEES

Labor	1.00
Janitors	1.00
Clean-up	1.00
Body Trucker	1.05
Carton Sealer & Labeler	1.05
Offbearers	1.05
Truckers	1.05

Carton Stapler	1.05
Server	1.05
Clay Preparation Helper	1.05
Assembler - Helper	1.05
Kiln Unloader - Bisque	1.10
Sagger Unloader - Glost	1.10
Kiln Unloader - Glost	1.10

WALL TILE DIVISION (con't.)

CLASSIFICATION	RATE
Dockman & Checker	1.10
Kiln Loader Ass't. - Bisque	1.15
Simpson Mixer Operator	1.20
Kiln Loader - Bisque	1.20
Kiln Setter - Glost	1.20
Wall Tile Pressman - Hand or Power	1.25
Assembler	1.25
Hand Sprayman	1.25
Spray Machine Operator	1.40

COMPANY: Confidential (Lime, Stone)

UNION: Operating Engineers--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Operating Employees:

Hoisting engineer.....	$1.81	per hr.
Firemen.....	1.15	" "
Apprentice engineer....	1.15	" "
Machine operators.....	1.15	" "

Maintenance Employees:

Outside repairmen.....	$1.76	per hr.
Carpenters.....	1.53	" "
Welder.....	1.53	" "
Utility man.....	1.43	" "
Painter.....	1.40	" "
Fender maker.....	1.30	" "
Sand blaster & painter's helper.....	1.25	" "
Paint stripper.....	1.15	" "

COMPANY: Confidential (Roofing Materials)

UNION: Paperworkers--CIO

LOCATION: New England

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: At any time

Hiring Rate: 90¢, advanced to rate of job in 30 days

Shift Bonus: 5¢ between 3 and 11 p.m., 8¢ between 11 p.m. and 7 a.m.

COMPANY: Confidential (Clay)

UNION: Brick, Tile and Clay Workers--AFL

LOCATION: Pacific

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: Not specified; 1-yr. agmt.

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

CLASSIFICATION		RATE
Labor		$1.00
Watchman		1.00
Janitors		1.00
Clean-up		1.00
Casual Labor		1.00
Floor Setters		1.05
Yard Pipe Cleaners		1.05
Kiln Setting Truckers		1.05
Kiln Door Builders		1.05
Press Truckers		1.05
Yard Pipe Graders		1.05
Tractor & Yard Truck Drivers		1.05
Feederman or Feederwoman		1.05
Electric Lift Truck	(1st 30 days)	1.05
Maintenance Repairman	(1st 5 Mo.)	1.05
Auto Mechanic	(1st 5 Mo.)	1.05
Floor Finishers		1.05
Kiln Drawers		1.05
Yardmen		1.05
Brancher	(1st 3 Mo.)	1.05
Auger Machine Offbearers		1.05
Research Lab. Ass't.		1.08
Dry Pan Operators		1.10
Preliminary Clay Crusher Operator		1.10
Press Offbearers		1.10
Sprayers		1.10
Glaze Preparation		1.10
Ring Setters		1.10
Setting Inspectors		1.10
Press & Auger Finishers		1.10
Brancher	(2nd 3 Mo.)	1.10
Pugmill or Wet Pan Operator		1.10
Maintenance Repairman	(2nd 5 Mo.)	1.10
Auto Mechanic		1.10
Service Man - Greasing		1.10
Pick-up Man		1.10
Electric Lift Truck Operator	(2nd 30 days)	1.10
Yard Crane Operator	(1st 5 Mo.)	1.10
Pipe Tester		1.10
Kiln Drawer - Lead Man		1.10
Press Turners		1.13
Assistant Kiln Setters		1.15
Leverman		1.15
Oiler & Maintenance		1.15
Maintenance Mechanic	(3rd 5 Mo.) "D"	1.15
Auto Mechanic	(3rd 5 Mo.) "D"	1.15
Auger Machine Operator		1.15
Lift Truck Operator - Hyster Type		1.15
Electric Lift Truck Operator		1.15

CLASSIFICATION		RATE
Yard Crane Operator		1.17
Top Brancher		1.20
Maintenance Mechanic	(4th 5 Mo.)	1.20
Auto Mechanic	(4th 5 Mo.) "C"	1.20
Head Yard Man		1.20
Kiln Setters		1.23
Maintenance Mechanics "C"		1.25
Maintenance Carpenter "C"		1.25
Maintenance Repairman - Kilns		1.25
Boiler Fireman		1.25
Crane Operator "B"		1.25
Burners		1.25
Head Burner		1.32
Auto Mechanic "B"		1.30
Sewer Pipe Pressman		1.35
Crane Operator "A"		1.35
Maintenance Mechanic "B"		1.40
Maintenance Carpenter "B"		1.40
Auto Mechanic "A"		1.40
Maintenance Mechanic & Welder "A"		1.53

COMPANY: Confidential (Lime, Stone)

UNION: Cement, Lime and Gypsum Workers--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ on night shifts (regularly scheduled shifts with some hours between 6 p.m. and 6 a.m.)

Shaft Kiln Fireman	$1.105			
Lime Loaders	1.105			
MINE DEPARTMENT - UNDERGROUND				
High Raise Miner	1.38			
Development Miner	1.21			
Stope Miner	1.16			
Bulldozer	1.105			
Carloader and Brakeman	1.105			
Dinkey Operator - Mucking	1.105			
Dinkey Operator	1.105			
Loading Pocket Operator	1.07			
Dynamite Supply Man	1.105			
Timberman	1.16			
Assistant Timberman	1.09			
Carpenter-Mason Lead Man	1.465			
Carpenter-Mason	1.22			
Carpenter-Mason Apprentice	1.00	1.105		
Sub-Foreman & Trainer Elect. Dept.	1.355			
Plant Electrician	1.26			
Plant Electrician Apprentice	.975	1.01	1.075	1.225
Electric Welder	1.265			

Cutter-Welder	1.21			
Welder-Cutter Apprentice	1.00	1.045	1.105	1.15
Shovel Operator	1.16			
Repairman	1.105			
Slusher Runner	1.105			
Mucker	1.105			
Trackman	1.105			
Raise Miner Helper	1.16			
Grizzlyman	1.01			
Pump Man	.955			
Track Clean-up (2 men)	.98			
Track Clean-up (3 men)	.91			
Laborer (above Man Raise)	1.03			
Laborer	.91			

MINE SURFACE

Hoistman - Underground	1.16	
#1 Hoistman & Compressorman	1.21	
Hoistman	1.16	
Hoistman - Shaft #2	1.10	
B lacksmith	1.23	
Shaft-way & Mine Surface Repairman	1.16	
Screenhouse Man	1.00	
Dinkey Operator (Steam)	1.02	
Dinkey Operator (Gas)	.975	
Primary Crusher Man	.955	
Surface Brakeman	.975	
Headframe Clean-up-	.86	
Blacksmith Helper	.895	.955
Open Hearth Man	¢ .86	

ROTARY KILN DEPARTMENT

Rotary Kiln Operator	1.30
Stone End Operator	1.24
Rotary Kiln Helper	.91
Stone End Helper	.93
Inspectors	.965
Scale Picker (rate + bonus @ 9¢ cwt.)	.85
Stone End Clean-up	.85
Miscellaneous Clean-up	.85
Removing Scale Ring from Kiln	.955
Removing Brick from Rotaries	.895

MILLS AND LOADING

Relief Car Inspector	.93
Dust Pumping Operator	1.045
Mill Operator	1.045
Hydrator Operator	1.115
Hydrate Refinish Operator	1.01
Pre-Hydrate Operator	1.00
Hydrate Clean-up	.85
Tunnels & #4 Clean-up	.86
Hydrate Helper	.86
Car Paperer	.85
Miscellaneous Loading	.85
B .M.P. Bulk Loading Operator	.895 or contract
B. M.P. Bulk Loading	.85 or contract

Pebble B ulk per car	1.565
Pebble Bulk per 50-ton box car	2.23
Pebble Bags per bag	.0281
Pebble - #2 Bbls. per bbl.	.0281
R.K.P. Bags per bag	.0302
Hydrate Bags - 50# per ton B. E.	.307
Hydrate Bags - 50# per ton Chem.	.282
Hydrate Bags - 30-45# per ton	.327
Hydrate Bags - 20-29# per ton	.372
Hydrate Bags - 10# per bag	.0074
Hydrate Bags - 50# per ton Hvy.	.282
Ground Lime per bag	.0281
P.L.S. 80# per ton R.D.	.211
P.L.S. 80# per ton Alf.	.221

10¢ a ton additional will be paid for those tons between 30 and 35 tons per car of Lime products in bags.

10¢ a ton additional will also be paid for those tons between 50 and 55 tons per car of P.L.S. in bags.

MAINTENANCE AND REPAIR DEPARTMENTS

Electric Welder	$1.23			
Cutter-Welder	1.15			
Cutter-Welder Apprentice	.955	1.00	1.055	1.10
Plant Mechanic	1.15			
Plant Oiler	1.08			
Oiler Helper	.885			
Carpenter-Mason	1.16			
Carpenter-Mason Apprentice	.945	1.045		
Plant Repairman	1.075			
Maintenance Repairman Helper - 1st yr.	.915			
Maintenance Repairman Helper	.365			
Shop Clean-up	.85			
Machinist Apprentice - 3 yrs. Service	1.06			
Machinist Apprentice - 3 yrs. 6-mos. Service	1.11			
Second Class Machinist	1.16			

ELECTRICAL DEPARTMENT

Sub-Foreman and Trainer	1.305			
Plant Electrician	1.20			
Plant Electrician Apprentice	.915	.95	1.015	1.165

LABOR AND MISCELLANEOUS

Crane Operator	1.10
Misc. Man Superintendent's Office	.92
Truckdriver	.92
Loader Operator	.92
Truckdriver (Truck & Loader Repairs)	1.045
Wareroom Attendant	.92
Miscellaneous Wareroom Man	.92
Sign Painter	1.01
Plant Clean-up	.85
Plant Painter	.955
Laborer	.85
Watchman	.895

LEAD MEN

Plant Labor Lead Man	1.00
Mine Labor Lead Man	1.06
Special Jobs Lead Man	1.24
Carpenter-Mason Lead Man	1.41

COMPANY: Confidential (Clay)

UNION: Cement, Lime and Gypsum Workers--AFL

LOCATION: South Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: October 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 3¢ on shift work

PLANT

Job	Rate
1. Spray Dryer Operator	.88
2. Filter Operator	.78
3. Filter Operator Helper	.73
4. Loading Boss	.91
5. Car Loaders	.73*
6. Chemical Operators	.93
7. Bird Machine Operators	.78
8. Burner Men	.73
9. Vat Shooters	.73*
10. Dryer-Boiler Operators	.78
11. Dryer Labor	.73
12. Pressmen	.73
13. Press Dresser	.73
14. Bag Makers, washer, and repairers	.73*
15. Watchman	.73
16. Head Plant Oiler	.88
17. Plant Oilers	.83
18. Plant Maintenance Mechanic	.98
19. Plant Maintenance Mech. Helper	.83
20. Filter Maintenance Mechanic	.98
21. Filter Maintenance Mech. Helper	.73
22. Plant Maintenance Carpenter	.88
23. Yard Crew	.73*
24. Blunger Men	.78
25. Driller	.88
26. Prospecting Labor	.73*
1. Sovel Operator	$1.08
2. Shovel Oiler	.73
3. Tractor Operator	.90
4. Tractor-Pan Operator	1.00
5. Oiler	.78
6. Locomotive Engineer	.85
7. Locomotive Firemen	.78
8. Track Boss	.88
9. Track Leadman	.73
10. Track Crew	.73*
11. Mill Oerators	.88
12. Mill Feeders	.73
13. Track Cleaner	.73
14. Maintenance Mechanic	.98
15. Watchman	.73
16. Dragline Operator	1.10

MECHANICAL MAINTENANCE

1. Mechanic 1st. Class	1.08
2. Mechanic 2nd. Class	.93
3. Apprentice Mechanic	.88
4. Mechanic Helper	.78
5. Machine Operator 1st Class	1.08
6. Machine Operator 2nd. Class	.98
7. Apprentice Machine Operator	.93
8. Blacksmith	.93
9. Welder 1st. Class	.95
10. Welder 2nd. Class	.83
11. Assembly Mechanic	.93
12. Auto Mechanic	.83
13. Tool Room Attendent	.73
14. Truck Driver	73
15. Labor	.73*
16. Plumber Helper	.73*

ELECTRICAL

1. Electrician 1st. Class	1.03
2. Electrician 2nd. Class	.88
3. Electrician Helper	.78

CARPENTER

1. Carpenter 1st. Class	.91
2. Carpenter 2nd. Class	.83
3. Carpenter Helpers	.75
4. Truck Driver	.73
5. Labor	.73*

* Bonuses on rates shown by asterisks will be paid in accordance with supplemental agreement

COMPANY: Confidential (Stone)

UNION: Stone Polishers, Rubbers and Sawyers--AFL

LOCATION: South Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None-allowed; 1-yr. agmt.

Hiring Rate: 70¢; 60¢ for temporary employees

Job No	Job Classification	Rate
1	*Quarry—Common Labor*—Cleans up around quarries and does other general laborers work	.74
2	*Mill—Common Labor*—Cleans up around mill and does general work around the plant such as piling lumber, digging trenches and other odd jobs	.70
3	*Quarry Machine Helpers*—Assist the quarry machine operators in everything necessary for the operations of the machine	.76
4	*Mill Machine Helpers*—Helping mill machine operators in anything necessary to operate machines	.72
5	*Watchman*—Patrols the plant, punches watchman's clock at every station and reports anything out of the ordinary to the Superintendent	.70
6	*Rigger*—Changes rigs on gang saws, replaces blades and sets same to proper gauge and does other work as directed in connection with the gangs	.76
7	*Quarry Machine Operator*—Operates Channelers, Undercutters and Drills and Compressors in and around the quarries	.78
8	*Mill Machine Operators*—Men who operate	.74
	Carborundum Saws Stock Saws Groovers Diamond Saw Polisher Drills Planers Surfacer Grinders Swivel Head	
	Gang Saws Monorail Rubbing Beds Lathes Crusher Bagging Machines Hummers	
9	*Tub & Sink Builders*—Assembles soapstone tubs, sinks, and tanks after the parts have been cut, grooved and drilled	.76
10	*Hostler*—Men who take care of locomotives at night and who do any necessary shifting of cars at night or when the plant as a whole is not operating	.80
11	*Sand Blaster*—Prepares stone for sandblasting and operates the sandblasting machine	.79
12	*Pipe Fitters*—Men who lay new pipe lines and keep old lines in repair	.74
13	*Power House Operator*—Operates Hydro Electric Plant furnishing current for plant and quarry use	.74
14	*Crate Builders, Craters & Loaders*—Crate builders cut the crates as covered by a crate order and nail them together with the exception of the top. Stone craters place the stone in the crates, pack it with excelsior and nail the tops on ready for shipment. Loaders truck stone to car for shipment	.74
15	*Car Loading Man*—Stays in car while it is being loaded and directs the placing of the stone	.81
16	*Assistant Car Loading Man*—Trucks and places stone in the car as directed by the Car Loading Man	.76
17	*Machinist Helper*—Helps the machinist in the Machine Shop and out on the job	.83
18	*Boiler Room Fireman*—Man who operates the steam boilers	.74
19	*Quarry Hoist Operator*—Man who operates hoist at quarry	.80
20	*Mill Crane Operator*—Man who operates the overhead cranes at the plant	.76
21	*Locomotive Crane Operator*—Man who operates the locomotive crane wherever it is needed	.76
22	*Bit Machine Operator*—Operates machines for making and sharpening quarry bits	.83
23	*Bit Machine Helper*—Man who helps the operator at the bit machine	.76
24	*Carpenter*—Man who constructs new wood work and repairs old wood work	.80
25	*Carpenter Helper*—One who generally assists the Carpenter	.78
26	*Hand Finisher Leader*—One who directs the work of the hand finishers	.83
27	*Hand Finisher*—Man who fits stone structures according to blue print and instructions of leader	.80
28	*Template Maker*—Man who makes templates for marking stone from blue prints	.79
29	*Mill Assistant Foreman*—	
30	*Engine Men*—Engineers, firemen, brakemen and flagman who operate locomotives	.85
31	*Mill Wrights—First Class*—Mill Wright that works full time installing and repairing machinery	.89
32	*Mill Wright—Second Class*—Mill Wright that works part time repairing machinery and does other odd jobs as directed	.82
33	*Electrician*—Man who installs and maintains electric lines and equipment	.86
34	*Electrician Helper*—Man who assists electrician	.74
35	*Miller*—Man who operates the grinding mill that grinds waste stone to a fine powder and sees that it conforms to the proper specifications	.93
36	*Working Foreman*—	
37	*Layout Men*—Men that scribe the work to be done on stone from blue prints	.88
38	*Inspectors*—	
39	*Inspector Helpers*—Men that assist the inspector	.77
40	*Shovel Operator*—Man who operates power shovel	.91

41—*Blacksmith*—Man who does general blacksmith work in and around the plant as needed .. .88

42—*Blacksmith Helper*—Man who assists blacksmith ..... .76

43—*Warehouse & Stockroom Keeper*—

44—*Machinist*—Men who make parts for and repair machinery..... 1.04

45—*Wall Crew Leader*—Man who selects and marks stone to be cut on saws..... .76

46—*Wall Crew Man*—Man who delivers stone to the markers and machines..... .74

47—*Block & Changer*—Man who loads block cars and puts them into the gang saws and takes them from gang saws and delivers them to and from mill and other general work as directed ..... .74

48—*Truck Repairman*—Man who repairs mill trucks and platforms..... .76

49—*Lumber Checker*—Receives and checks in all lumber ..... .76

COMPANY: Confidential (Lime)

UNION: Steelworkers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: June 1948

Shift Bonus: 5¢ on night shifts

1. Quarry	Starting Rate	Fixed Job Rate*	Top Rate**
Stripping Labor	$ .92	$ .94	
Well Drill Operator	.94	.37½ ft. .98 hr.	$ .37½ ft. 1.05 hr.
Wagon Drill Men		.98	
Blaster Bankman	.98	1.05	1.14
Jackhammerman	.98	1.03	
Jackhammer Helper	.94	.98	
Shovel Runner	1.14	1.29	
Shovel Pitman	.94	.98	1.03
Truck Driver	.98	1.03	
Bulldozer Operator	1.14	1.29	
McMyler Crane — Ball ...	1.14	1.29	
Crusher Operator Pulpit..	.98	1.05	1.09
Crusher Pitman & Oiler ..	.94	.98	1.03

2. Crusher			
Crusher Operator	1.00	1.05	1.09
Screen Tender	1.00	1.05	1.09
Car Loader	1.00	1.05	1.09
Car Cleaner	.92	.94	
Scaleman	.94	.96	

3. Upper Level Transportation and Service Units			
Truck Driver	.98	1.03	
Dinkey Operator	.94	.96	
Dinkey Brakeman	.94	.96	
Shovel & Crane Operators, Bulldozer	1.05	1.09	1.14

4. Lime Kilns (Shaft)	Starting Rate	Fixed Job Rate*	Top Rate**
Shaft Kiln Fireman	.96	1.08	
Shaft Kiln Drawman	.96	1.08	
Shaft Kiln Ashman	.94	.96	
Shaft Kiln Hoist Operator	.94	1.00	

5. Lime Handling			
Lime Loader	.98	1.03	
Lime Picker	.98	1.03	

6. Rotary Kiln	Starting Rate	Fixed Job Rate*	Top Rate**
Rotary Kiln Operator	1.05	1.12	
Rotary Kiln Machine Man	1.05	1.08	

7. Lime Plant			
P.L.S. Operator	1.00	1.05	
Super Hydrate Operator..	1.00	1.05	1.09
Super Hydrate Helper ...	.94	.98	
Ground Lime Operator ...	1.00	1.05	
Limoid Hyd. Operator ...	1.00	1.05	
Bulk Ground Lime Loader	1.00	1.05	
P.H.D. Operator	1.00	1.05	
Hydrate Machine Men ...	1.00	1.05	
Lime Puller	.92	.94	.98
Floor and Car Sweeper ..	.92	.94	
Bag Room Attendant	.92	.94	
Inspector	1.05	1.09	1.14
P.H.D. Packer	.94	.98	
Truck Driver & Elevator Man—Stone Bin at Rotary	1.00	1.05	

8. Miscellaneous			
Service Truck Driver ...	.98	1.03	
Storeroom Attendant	.94	.98	1.03
Track Gang	.92	.94	
Watchmen	.94	.98	
General Plant Labor	.92	.94	
Plant Messenger	.94	.96	

*After 30 days, the worker is raised to the "Fixed Job Rate."

**Top rate (when provided) applies to the No. 1 man in a job classification to compensate for his added responsibility. The top rate provided in the classification "Shovel & Crane Operator, Bulldozer" under the schedule "Upper Level Transportation & Service Units" applies to any operator who is qualified to operate all types of equipment covered by this job classification.

9. Maintenance Department	RANGE OF RATES		
1st class, various trades	1.19	1.24	1.29
2nd class, various trades	1.09	1.14	
Helpers, various trades	.98	1.03	1.05

10. Hourly Rated Leaders	Rate
Leader Track Gang	1.05
Leader Brick Mason	1.33
Leader Crusher Plant	1.14
Leader Lime Loader	1.19
Leader Stripping	1.05

11. All materials from cars or floor

Contract Rates	Rates per Ton
All materials from cars or floor	.31¼
Except: Stored Ground Lime in quick-lime bldg. (Hardinge Mill—to and from stock) which is	.34¼
50 lb. Hydrate	.31¼
50 lb. Hydrate to storage, 20 high	.42¼
Limoid to stock, 15 high	.37¼
25 lb. Hydrate	.42¼
Ground Lime Agricultural in 80 lb. bags..	.32¼
Ground Lime Agricultural in 80 lb. bags (long haul)	.35¼
10 lb. Hydrate (to stock)	.87¼
10 lb. Hydrate in containers, each	.06
Super Hydrate, 50 lb. paper, long haul, to storehouse, 13 high	.36¼
Pulverized Limestone—Paper & Duck	.29¼
Long Haul	.32¼
To stock, 12 high..	.37¼
Hardinge Mill Ground Lime, long haul ...	.41¼
Barreled material on or off 2nd floor in Finishing Bldg. or Drier Platform	.35¼
Coal Unloading per ton	.05½

Unloading Bags to Bag Room—Per Bundle

13 high @ 5¢ @ 200 bundle
12 high @ 4¾¢ @ 200 bundle
10 high @ 4¢ @ 200 bundle
} Limoid, Super Limoid, Ground Stone, P. H. D.

10 high @ 4¾¢ @ 200 bundle —Ground Lime

13 high @ 5¢ @ 250 bundle
12 high @ 4¾¢ @ 250 bundle
10 high @ 4¢ @ 250 bundle
} Ground Stone

Unloading car lining paper from cars or trucks ..... $ .62 per ton

Ten cents (10¢) additional per ton for tonnage in a car in *excess* of 30 tons; ten cents (10¢) per ton for loading in *excess* of 40 tons per car.

Hourly rate for contract packers when assigned to general labor:

Within Plant ..... $ .96 per hour
Outside general plant labor ... .94 per hour

COMPANY: Confidential (Insulating Products)
UNION: Fur and Leather Workers--CIO
LOCATION: Middle West
SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: June 1947
WAGE REOPENING: Upon 9-point change in BLS Consumers' Price Index, after at least 6 mos. from agmt. date
Shift Bonus: 4¢ for 2nd shift, 6¢ for 3rd shift

Job Classification	Rate
Clean-up Labor	.875
Watchman	.875
Janitor	.895
Yardman	.895
Loader	.925
Processing Labor	.925
Warehouseman	.945
Senior Loader	.975
Senior Warehouseman	.995
Truck Driver	.995
Charger	1.00
Binderman	1.025
Cupola Operator	1.025
Maintenance Mechanic	1.025
Crane Operator	1.045
General Maintenance Mechanic	1.07
Senior Cupola Operator	1.075

COMPANY: Confidential (Insulating Products)
UNION: Woodworkers--CIO

LOCATION: South Central
SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: April 1947
WAGE REOPENING: At any time.

Shift Bonus: 5¢ on 2nd, 7¢ on 3rd shift

Job	Hourly Rate
Wood Department	
Wood Checker	$1.02
No. 2 Wood Checker	.95
Helper	.85
Wood Room	
Millwright & Relief Operator	1.22½
Millwright & Sawmill Operator	1.22½
Knife Changer & Operator Helper	1.11
Millwright & Knife Changing Helper	.99
Knife Grinder	.96
Chip Bin Tender	.88
Helper	.85
Engine Switching Crews	
Engineers	1.30
Fireman	1.00
Head Switchman	1.25
Switchman	1.00
Press Operator	1.33
Machine Tender	1.33
Grinderman	1.20
Head Gunner	1.20
Press Load-In & Assistant Operator	1.10½
No. 1 Clerk (Serves No. 2 Unit Also)	1.06
Wire Changer & Scraper Man	1.06
Gun Operator	1.00
Press Blow-Off Man	1.00
Press Relief Man	.98
Valve & Line-Up Man	.98
Front Wire Winder	.98
Back Wire Winder	.98
Stationary Rack Operator	.95
Quality Man	.95
Mechanical Tipple Man	.94
Scraper Man Helper	.90
Rack Puller & Leverman	.90
Press Punch-Down Man	.90
Timekeeper	.89
Front Blow-Off Man	.89
Rack Pusher	.87
Helper	.85
Plating Plant	
Foreman	1.37½
Shift Operator	1.15
Tile Plate Repairman	1.15
Machine Man	1.01½
Helper	.85
Plant Patrol	
Assistant Foreman	1.15½
Plate Crew Leader	1.00
Plate Repairman	.95
Wire Maker	.93½
Wire Sewer	.92
Plate Vat Crew Leader	.92
Wire Salvage Man	.92
Wire Salvage Assistant	.89
Guide-In Man	.89
Machine Clean-Up	.87
Helper	.85
Tempering Department	
Extra Operating Foreman	1.33
Loading Supervisor	1.24½
Kiln Tender	1.16½
Humidifier Operator	1.11
Rack Repairman	1.08
Oil Man	1.08
Assistant Loading Supervisor	1.05
Vat Operator	1.05
Tractor Driver	.98
Kiln Crew Leader	.97
Relief Man	.97
Humidifier Crew Leader	.97
Vat Helper	.95
Rack Pusher	.90
Rack Repairman Helper	.87
Helper	.85
Rag Salvage	
Rag Cleaner	.85
Filtering Plant	
Operator	1.22
Filter Man	1.07
Helper	.85
Watchmen Department	
Gate Watchman	.85
Finishing Department	
Saw Filer	1.38½
No. 2 Saw Filer	1.31½
Saw Filer Helper	1.06½
Edgerman	1.01½
Seybold Man	1.01½
Cut-Off Operator	.92
Brander	.89
Helper	.85
Warehouse Department	
Inventory Man	1.10½
Tractor Driver	.98
Stack Bracer	.93
Crew Leaders	.92
Helpers	.85
Shipping Department	
Crating Foreman (Temporarily Vacant)	1.10½
Diagram Maker	1.06
Car Checker	1.01½
Car Blocker	1.01½
Switchman	1.01½
Label Man	1.01½
Tractor Driver	.98
Wire & Glue Man	.95
Wrapping Crew Leader	.92
Helper	.85
Sample Department	
Operator	1.01½
Assistant Operator	.89
Whse., Finishing, Sample & Shipping Office	
Timekeeper	1.12½
Refinishing Department	
General Maintenance Man	1.43
Saw Filer	1.38½
Cabinet Man	1.19½
No. 1 Clerk	1.06
Cut-Off Saw and Rip-Saw Leaderman	1.06
Moulder Operator	1.01½
Double End Operator	1.01½
Trimmer & Edger	1.01½
Cut-Off Saw Setup Man	1.01½
Tractor Driver	.98
Rip Saw Operator	.98
Assistant Die Stock & Trimmer Edgerman	.98
Glue Man	.98

Job	Hourly Rate
Planer & Sander Operator	.98
Maintenance Helper	.93
Cut-Off Saw Operator	.92
Extra Machine Operator	.89
Helper	.85

Inspection Department

Die Stock & Special Order Grader	1.16½
Warehouse Regrader	1.06
No. 1 Clerk	1.06
Car Loading Inspector	1.05
Trimmer Inspector	1.01½
Grader	.98
Grader	.98
Grader, Unit No. 1	.98
Blister Press Man	.93
Shorts Grader	.93
Refinishing Plant Machine Grader	.91½
Grader Helper	.91½
Car Loading Checker	.90
Refinishing Plant Packer	.86
Tally Man	.86
Helper	.85

Testing Laboratory

Assistant Foreman	1.27
Special Tester	1.22
Plastic Physical Tester No. 1	1.08
Plastic Physical Tester No. 2	.99
Wet End Tester No. 1	.97
Wet End Tester No. 2	.95
Wet End Tester No. 3	.93
Wet End Tester No. 4	.90
Wet End Tester No. 5	.88
Helper	.85

Standards & Control Office

No. 1 Clerk	1.06

Store Room

Assistant Storekeeper	1.22
Record Clerk	1.08
Stock Man	1.08
Requisition Clerk	.95
Helper	.85

Instrument Department

Chief Instrument Man	1.26½
Instrument Man	1.12½

Steam Department

Engineers	1.62½
Maintenance Engineer	1.34½
No. 7 Boiler-Pump Man	1.16
Water Tenders	1.07
Wood Fuel Fireman	.99
Helper	.85

Electrical Department

Motor Winder	1.62½
Construction Electrician	1.52
Air Conditioning, Refrigeration & Utility Electrician	1.46½
Equipment Repair & Utility Electrician	1.46½
Operating Electrician	1.46½
*Apprentice Electrician	1.27

*All men hired into the Electrical Department shall begin at 95c per hour and their rate shall increase .02½ per hour every sixty (60) days provided they take and maintain a recognized correspondence course in Electricity; otherwise, their progressions will be on a ninety (90) day basis.

Job	Hourly Rate

Power Plant

Turbine & Shift Operator	1.56
Boiler Room Operator	1.16
Instrument Man	1.12½
Maintenance Man	1.12½
Pumps & Condenser Operator	1.09½
Helper	.85

Maintenance Department
YARD CREW

No. 1 Truck Driver	1.07
Truck Driver	.95
Helper	.85

Tool Room

No. 1 Tool Man	1.04½
No. 2 Tool Man	.89

Concrete Finishers & Mixer Men

Concrete Finisher	1.00
No. 1 Mixer Operator	.94
No. 2 Mixer Operator	.88

Machine Shop

Machine Shop Foreman, Night	1.62½
Machinist	1.46½
Second Class Machinist	1.27
*Apprentice Machinist	1.27
Helper	.85

Blacksmith Shop

Blacksmith	1.46½
Blacksmith Helper	1.11½

Welding Shop

No. 1 Welder	1.62½
Welder	1.46½
Second Class Welder	1.27
*Apprentice Welder	1.27

Pipe Shop

No. 1 Pipefitter	1.57
Pipefitter	1.46½
Second Class Pipefitter	1.27
*Apprentice Pipefitter	1.27
Petrolatum Pump Man	1.08
Helper	.85

General Work

Crane Operator	1.54½
x-Drag-Line and Extra Crane Operator	1.50
z-Bulldozer & Utility Man	1.50
Fire Equipment Inspector	1.27
1st Class Helper	1.08
Slitter & Disc Grinder	1.04½
Crane Fireman	.91
Hostler	.88½
Helper	.85

Operating Millwrights

General Millwright & Inspector	1.43
General Millwright	1.40½
Operating Millwright	1.33

Construction Millwrights

Millwright	1.43
2nd Class Millwright	1.27
*Apprentice Millwright	1.27

Insulator Crew

Insulator	1.07½
2nd Class Insulator	1.02
*Apprentice Insulator	1.02

Counter Current Millwrights

Counter Current Millwright	1.11½

Job	Hourly Rate
Refiner Millwrights	
Refiner Millwright	1.16
2nd Class Refiner Millwright	1.08
*Apprentice Refiner Millwright	1.08
Pump Millwrights	
No. 1 Pump Millwright	1.43
Pump Millwright	1.27
Operating Oiler & Pump Repairman	1.12
Oil Room Attendant	1.08
Oil Room Helper	.85
Press Millwrights	
No. 1 Press Millwright	1.43
Press Millwright	1.27
Operating Oiler & Press Repairman	1.12
Rack Millwrights	
Rack Millwright	1.33
2nd Class Rack Millwright	1.08
*Operating Oiler & Rack Repairman	1.08
Tinsmiths	
Tinsmith	1.42½
2nd Class Tinsmith	1.27
*Apprentice Tinsmith	1.27
Carpenters	
Carpenter	1.31½
2nd Class Carpenter	1.11½
*Apprentice Carpenter	1.11½
Maintenance Office	
No. 1 Clerk	1.06
No. 2 Clerk	.95
Painters	
Painter	1.19
Garage Crew	
Automobile Mechanic	1.19
2nd Class Automobile Mechanic	1.09
*Apprentice Automobile Mechanic	1.09
Salvage Department	
Salvager	.95
Helper	.85

*All apprentices hired into the Maintenance Department shall begin at 85c per hour. Thirty (30) days after their entry into the department, they shall receive .02½ per hour increase and thereafter shall receive .02½ per hour increase every sixty (60) days until they reach the second class rate.

COMPANY: Confidential (Insulating Products)

UNION: Gas, Coke and Chemical Workers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 4¢ on afternoon, 6¢ on night shift

Classification	Rate
Janitor	.93
Watchman	.93
Yard Labor	.93
Clean-up Labor	.93
Maintenance Mechanic (Beginner)	1.005
Processing Labor	1.005
Warehouseman	1.005
Cupola Charger	1.055
Loader	1.055
Binderman	1.105
Cupola Operator	1.105
Machine Tender	1.105
Maintenance Mechanic (Class "C")	1.105
Senior Loader	1.105
Senior Warehouseman	1.105
Senior Yardman	1.135
Truck Driver	1.135
Fireman	1.18
Senior Cupola Operator	1.18
Maintenance Mechanic (Class "B")	1.22
Maintenance Mechanic (Class "A")	1.27
Maintenance Mechanic (Leader)	1.32

COMPANY: Confidential (Lime, Stone)

UNION: Hod Carriers--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; agmt expires April 1949

Rates: 95¢ per hr. for semiskilled and unskilled laborers at material yards

COMPANY: Flintkote Co.

UNION: Longshoremen and Warehousemen--CIO

LOCATION: New Orleans, La.

SIZE OF COMMUNITY: Over 500,000

Stock Preparation Dept. (Including Beaters, Hydrapulper, Defibrator, Rag Room and Wood Receiving)

Classification	Hourly Rate
Defibrator Lead Operator	$1.23
Defibrator Operator	1.06
Chipper Operator	.89
Beater Man	1.03
Beater Room Helper	.89
Rag Cutter	.94
Rag Room Helper	.89
Hydrapulper Operator	.99
Broke Beaterman	.89
Felt Machines Dept.	
Machine Tender	1.35
Back Tender	1.03
Roll Man	.93
Utility Man	.95
Mechanical and General Maintenance Dept.	
Head Felt Mill Mechanic	1.40
Head Roofing Mill Mechanic	1.38
Head Pipefitter	1.38
Head Carpenter	1.23
Head Electrician	1.40
Head Welder	1.38
Head Machinist	1.38
Lead Roofing Mill Mechanic	1.28
Lead Felt Mill Mechanic	1.28
Lead Pipefitter	1.28
Lead Electrician	1.28
Lead Machinist	1.28
Lead Tile Mill Mechanic	1.33
Lead Tractor Mechanic	1.28
Lead Asbestos Mill Mechanic	1.28
Mechanic "A"	1.18
Mechanic "B"	1.08
Mechanic "C"	1.02
Mechanic Helper	.91
Blacksmith	1.08
Fireman	1.07
Welder	1.28
Oiler	.91
Store Room Keeper	.96
Maintenance Painter	1.02

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 3¢ on 2nd, 5¢ on 3rd shift

	Hourly Rate
Class "A" Machinist	1.23
Maintenance Painter Helper	.91
Store Room Clerk	.86
Class "A" Electrician	1.23
Electrician Linesman	1.28
Roofing Machines Dept. (Including Stills)	
Still Cleaner	$ .88
Head Roofing Machine Operator	1.35
Coater Operator	1.13
Overlay Coater Operator	1.04
Dry End Operator	.95
Saturator Operator	.95
Third Looper Operator	.95
Dust Box Operator	.95
Crane Operator	.92
Stillman	1.16
Stillman's Helper	.94
Utility Man	1.03
Splice Man	.88
Roofing Finishing Dept. (Including Cameron Rewinder, Roofing Finishing End, Roofing Shipping and Roofing Warehousing)	
Roll Warehouse Lead Man	.97
Scale Man	.90
Cameron Rewinder Operator	.86
Cameron Rewinder Helper	.86
Utility Man	1.03
Cutter Machine Man	.99
Nail Packer	.2900/c
Winderman	.95
Tying Machine Operator	.92
Supply and Relief Man No. 2	.86
Supply and Relief Man No. 1	.86
Reclaim Man	.91
Wrapper Man	.86
Accessory Man	.86
Banderman	.86
Heading-Up Man	.86
Shingle Packer	.86
General Finishing End Labor	.86
Warehouseman	.88

	Hourly Rate
Liquid Products Dept. (Including Bagged and Drum Asphalt)	
Production Lead Man	1.14
Secondary Production Lead Man	.99
Shift Lead Man	.97
Colas Production Lead Man	1.02
Barrelling Lead Man	.94
Emulsifier Operator	1.09
Canning Machine Operator	.88
Second Pugmill Operator	.95
L. C. L. Order Man	.94
Paint Spray Gun Operator	.91
Tractor Driver	.99
Bagged Asphalt Operator	.88
Drum Shipping & Receiving Lead Man	.94
Lead Membrane Machine Operator	.95
Asphalt Specialty Lead Man	.96
Laboratory Dept.	
Felt Inspector	$ .94
Rag Tester	.91
Quality Inspector	.98
Laboratory Assistant "A"	1.03
Laboratory Assistant "B"	.98
Sample Room Lead Man	.89
Receiving Dept. (Including Rags, Paper, Rag Storage and all general Plant Receiving)	
Rag Receiving Lead Man	.91
Receiving Dept. Lead Man	.95
Slate Coloring Dept. (Including Slate and Mineral Handling)	
Coloring Plant Utility Man	.95
Slate Man	1.02
Coloring Plant Mixing Operator	1.06
Slate Mixer	.95
Slate Supply Man	.88
Coloring Plant Lead Man	1.03
Bulk Filler Supply Man	.93
Poland Avenue Warehouse Dept. (Including General Yard Clean-Up Men and Porters)	
Truck Driver	.94
Porter	.86
Warehousemen	.88
Poland Avenue Warehouse Lead Man	.94
Deadening Felt Winderman	.95

Tile Mill	
Cove Base Press Operator	.97
Dry Mix Man	1.02
Finish Roll Man	.99
Breakdown Roll Man	.99
Calendar Roll Man	.97
Cutter Man	.91
Utility Man	1.04
Packer	.90
Pitch Treating Operator	.97
Materials Warehouse Lead Man	.99
Feature Strip Cutter	.91
All Departments	
Laborer	.86
Tractor Driver	.99
Car Bracer	.94
Clean-up Men	.86
Factory Shipping Lead Man	1.03

Learner rate, which shall be $0.05/hr. less than the regularly established job rate, but in no case shall the learner rate be less than the Plant base rate which shall be $0.86/hr.

CANNING AND PACKING

COMPANY: Confidential (Catsup, Tomato Juice)
UNION: Meat Cutters and Butcher Workmen--AFL
LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: March 1948

Classification	Minimum Rate	Maximum Rate
Maintenance Foreman	$ 1.20	$ 1.25
Chief Engineer	1.03	1.15
Mechanic 1st Class	1.03	1.17-1/2
Mechanic 2nd Class	.98	1.02
Engineer	.98	1.05
Retort Chief Operator	.95	1.00
Mechanic 3rd Class	.93	.97
First Class Cook	.91	1.00
Maintenance Helper 1st Class	.88	.92
Finisher Operator-Quality Checker	.83	.90-1/2
Assistant Retort Operator	.85	.95
Second Class Cook	.81-1/2	.90-1/2
Maintenance Helper	.83	.87
Retort Crane Operator	.82	.91
Coil Cleaner	.83	.85-1/2
Tomato Dumper	.83	.85-1/2
Night Clean-up	.83	.85-1/2
Retort Helper	.80-1/2	.85-1/2
Operators	.80-1/2	.85-1/2
Unskilled Labor - Male	.78	.80-1/2
Unskilled Labor - Female	.71	.73-1/2

Hiring Rates

Seasonal Male	.65	.72-1/2
Seasonal Female	.60	.67-1/2

COMPANY: Confidential (Dairy and Miscellaneous Packing)
UNION: Teamsters--AFL
LOCATION: Great Lakes
SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947
WAGE REOPENING: None specified; 2-yr. agmt.
Rates: Watchmen--$61.02 per week
Shift Bonus: 10% for night work

GIRLS' WAGE SCHEDULE - PLANT HOURLY PAID GIRLS

CLASS "A"	Starting Rate	.93 an hour
	After 30 days and less than 1 yr.	.98 " "
	" 1 year " " " 2 "	1.03 " "
	" 2 years	1.10 " "
	" 5 "	1.135 " "
	Female Supervisors	1.19 " "
	Special Female Supervisors	1.23 " "

MEN'S WAGE SCHEDULE

CLASS "B"	Starting Rate	1.13 an hour
	After 30 days	1.18 " "
	" 1 year	1.23 " "
	" 2 years	1.295 " "
CLASS "C"	Starting rate	1.295 an hour
	After 1 year's service	1.335 " "
CLASS "D"		1.40 an hour
CLASS "E"		1.45 " "
APPRENTICE FOREMEN		1.505 an hour

COMPANY: Confidential (Canned Foods)
UNION: Food and Tobacco Workers--CIO
LOCATION: Middle West
SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: July 1947
WAGE REOPENING: During or after March 1947
Rates: 90¢ minimum for men, 80¢ for women

COMPANY: Confidential (Canned Foods)

UNION: Meat Cutters and Butcher Workmen--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 12½¢ less than minimum rates for first 3 mos.; 5¢ less than min. for 4th and 5th month

Shift Bonus: 5¢ between 6 p.m. and 6 a.m.; no shift bonus during 14-wk. seasonal peak period

Job Grades and Rates for Men:

Grade 8--$1.25 per hr.
Grade 7-- 1.17 " "
Grade 6-- 1.10 " "
Grade 5-- 1.04 " "
Grade 4-- .99 " "
Grade 3-- .94 " "
Grade 2-- .90 " "
Grade 1-- .87½ " "

Job Grades and Rates for Women:

Grade 4--$.90 per hr.
Grade 3-- .85 " "
Grade 2-- .82½ " "
Grade 1-- .80 " "

Seasonal Employees:

Minimum for men: 70¢ per hr.
Minimum for women: 65¢ per hr.

(Co. may pay higher seasonal rates, but not more than 5¢ less than rates for regular employees.)

COMPANY: California Processors and Growers, Inc.

UNION: Calif. State Council of Cannery Unions--AFL

LOCATION: California

SIZE OF COMMUNITY: --

EFFECTIVE DATE: March 1947

WAGE REOPENING: December 1947; 1-yr. agmt.

Shift Bonus: 5¢ for night work

(a) Men.

1. Straight time wage rates for men shall be in accordance with the following schedule:

	Straight Time Rate Per Hour
Bracket I	$1.50
Bracket II	1.36
Bracket III	1.26
Bracket IV	1.20
Bracket V	1.15

The above bracket rates shall be paid for work described by the job titles and job descriptions appearing as Appendix A of this Agreement in accordance with the ranking of jobs in said Appendix.

(b) Women.

1. Women shall be paid in accordance with the following wage schedule:

A. Base hourly straight time rate—$1 00 per hour.

B. Floorladies performing supervisory duties as distinguished from inspection work shall receive fifteen (15) cents per hour above the women's base hourly straight time rate.

I. Job Classifications

BRACKET I

Cannery Automotive Mechanic—Class One
Cannery Electrician —Class One
Cannery Mechanic —Class One
Head Boilerroom Attendant
Printer—Labels and Forms
Seamer Mechanic —Class One
Shipping Clerk

BRACKET II

Boilerroom Attendant
Cannery Automotive Mechanic—Class Two
Cannery Electrician —Class Two
Cannery Mechanic —Class Two
Head Labeling Operator
Seamer Mechanic —Class Two
Shipping Leaderman
Sub Foreman
Vacuum Tank Man

BRACKET III

Automatic Sealing Machine Operator
Cannery Mechanic—Class Three
Case Stitcher—Full Time
Case Strapper and Bucker (See Description)
Centrifuge Operator
Continuous Pressure Cooker Operator
Cook—Tomato
Crew Leader
Distributor Operator
Electrician—Class Three
Head Syruper Operator
Label Machine Operator
Label Room Attendant
Lye Peeler Operator
Machine Nailer
Pick-up Truck Driver
Pickle Processor

*Power Truck Operator
Raw Product Grader—Head Grader
Receiving Department Clerk
Retort Operator
Shipping Checker—Car or Truck Loading Checker
Stock Checker
Storekeeper
Syrup Maker
Weighmaster
Wood and Fibre Box Printer
Wrapping Machine Tender

BRACKET IV

Automatic Box Dumper Operator
Automatic Sealer—Tail Off
*Automatic Casing Machine Operator
Bottle Filling Machine Operator
Case Stitcher—Label Crew
Case Strapper and Bucker (See Description)
Coil Cleaner
Cook's Helper
Die Setter
Feeder—Label Machine
Freezer Warehouseman
Full Time Raw Product Dumper—High Speed
Hand Casing
Hand Sealer and Bucker
Jr. Food Mixer
Oiler and Greaser
Pickle Fisher
Production Checker
Pulper, Extractor and Finisher Operator
Raw Product Checker
Spice Mixer
Supply Room Man
Street Sweeper Operator
Sugar Dumper
Transporter Operator
Tunnel Room Man
Unscrambler Operator

BRACKET V

Birdseye Froster Loader
Bulk or Crated Raw Product Handler
Can Forker
Can Run Attendant
Car and Truck Loader
Case Stenciler

Cooler Tail-off Man
Double Seamer Operator
Empty Container Feeder
Empty Lug Handler
Fibre Case Breaker
Glass Jar Capper Operator
Grader Operator
Hand Fruit and Vegetable Dumper
Janitor
Labeling Inspector
Lug Box Repairman
Pie Filler Operator
Printer's Helper—Wood and Fibre Boxes
Retort Loader
Rotary Clutch Thrower
*Syruper Feeder
Trucker and Supplier
*—Remains as classified here until and unless reclassified by Committee.

COMPANY: Confidential

UNION: Federal Labor Union--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 3¢ on 2nd, 6¢ on 3rd shift

Classification	Rates
Females	
Common Labor (General Factory)	$ .725
Floor Lady	.775
Group Leader	.75
Label Clerk	.795
Label Clerk Assistant	.75
Machine Operator—Capping	.75
Machine Operator—Filling	.75
Machine Operator—Stenciling	.75
Machine Operator—Stitching	.75
Mold Counter	.75
Print Shop Assembler	.775
Males	
Common Labor (General Factory)	.825
Assistant Cook (Chili Sauce and Catsup)	.925
Assistant Working Foreman	.90
Automobile Mechanic	1.025
Blanching Machine Operator I	.925
Blanching Machine Operator II	.85
**Booker and Labeler Operator	.925
Capper Operator	.90
Carpenter—Maintenance	.975
**Closing and Filling Machine Operator	.975
Common Labor—Cook Room	.865
Compressor Operator I (Skilled)	.95
Compressor Operator II (Semi-Skilled)	.90
Compressor Operator III (Apprentice—Unskilled)	.825
**Cooker Operator	.925
Cook Room Assistant	.925
Electrician I	1.025
Electrician II	.975
Evaporator Operator	.975
Factory Maintenance Man I	.975
Factory Maintenance Man II	.915
Factory Maintenance Man Helper	.865
**Filter Press Operator	.925
Fireman Head	1.00
Fireman I	.95
Fireman II	.915
Common Labor—Boiler Room	.865
Fork Truck Operator	.925
Group Leader	.865
Hoist Operator	.925

Classification	Rates
Label Clerk—Male	$ .925
Labeling Machine Mechanic	.925
**Lactic Acid Operator	.975
Machine Operator	.85
Machinist I	1.025
Maintenance Mechanic I	1.025
Maintenance Mechanic II	.975
Millwright	1.025
Pipe Fitter I (Skilled)	1.025
Pipe Fitter II (Semi-Skilled)	.925
**Pressman	.975
Printing Press Feeder	.875
Production Clerk	.875
Seamer Mechanic	1.025
**Soak Tank Operator	.875
Stockkeeper	.90
Syrup Maker	.90
Tinsmith	.975
Tractor Operator	.875
Truck Driver	.925
**Utility Man	.925
Weigher	.875

Working Foreman—Wage rates paid in each classification as of April 30, 1947, shall be increased .075 per hour.

**Applies to operations only.

COMPANY: H. J. Heinz Co.

UNION: Meat Cutters and Butcher Workmen--AFL

LOCATION: Pittsburgh, Pa.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: March 1948

Hiring Rate: 5¢ less than job rate for first 3 mos.

Shift Bonus: 7½¢ between 6 p.m. and 6 a.m.

Section 1. (a) The Job Grade Rate Schedule for male employees shall be as follows:

Job Grade 1 rate	1.01	per hour
Job Grade 2 rate	1.03	per hour
Job Grade 3 rate	1.05	per hour
Job Grade 4 rate	1.08	per hour
Job Grade 5 rate	1.11	per hour
Job Grade 6 rate	1.16	per hour
Job Grade 7 rate	1.21	per hour
Job Grade 8 rate	1.29	per hour
Job Grade 9 rate	1.38	per hour
Job Grade 10 rate	1.51	per hour
Working Supervisors	1.57	per hour

The Job Grade Rate Schedule for female employees shall be as follows:

Job Grade 1 rate	.87½	per hour
Job Grade 2 rate	.89	per hour
Job Grade 3 rate	.90½	per hour
Job Grade 4 rate	.93	per hour
Job Grade 5 rate	.95½	per hour

COMPANY: Confidential (Canned Soups)

UNION: Food and Tobacco Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: Men-- 83¢, 88¢ after 240 hrs. of work, 93¢ after 480 hrs., $1.00 after 640 hrs.; Women-- 73¢, 78¢ after 240 hrs., 83¢ after 480 hrs., 90¢ after 640 hrs.

Shift Bonus: 5¢ between 6 p.m. and 6 a.m.

Classification	Rate
Cook	$1.05
Cook's Helper	1.00
Labelling Machine Operator	1.05
Truck Driver	1.05
Tow Motor Operator	1.05
Capping Machine Operator	1.02½
Processor (Retort)	1.05
General Labor (Male)	1.00
General Labor (Female)	.90

COMPANY: Confidential (Canned Soups, Tomato Juice)
UNION: Food and Tobacco Workers--CIO
LOCATION: Middle Atlantic
SIZE OF COMMUNITY: Over 100,000
EFFECTIVE DATE: June 1947
WAGE REOPENING: March 1948; 2-yr. agmt.

Hiring Rate: Men, 93¢; 97¢ after 1st wk. Women, 86¢; 90¢ after 13 wks.

Shift Bonus: 10% for night work

COMPANY: Confidential

UNION: Meat Cutters and Butcher Workmen--AFL
LOCATION: Middle Atlantic
SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: June 1947
WAGE REOPENING: May 1948

Hiring Rate: Men--75¢; women--70¢; 10¢ less for employees who receive wood, lights, water, living quarters, nursery service for children, and modern toilet facilities from the company

Shift Bonus: 3¢ for night work

CEREAL AND GRAIN PRODUCTS

COMPANY: National Biscuit Co., National Milling Branch
UNION: Grain Processors--AFL

LOCATION: Toledo, Ohio
SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: March 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ on 2nd and 3rd shift

EXHIBIT "A"

WAGE SCALE

MILL

Millers	$1.65
Millers - Ass't.	1.45
Utility Man #1	1.31½
Utility Man #2	1.23½
Mill Helpers	1.23½
Roll Tenders	1.18½
Millers - Smut	1.18½
Oilers	1.11½
Sewing Machine Operator	1.16½

WHEATSWORTH

Carton Packer	$1.12½
Carton Sealer	1.12½
Carton Stapler	1.10½
Inserting Recipes	1.10½

SUNDRY

Janitors	$1.06½
Sweepers	1.06½

WATCHMAN

DAys	$1.02½	***
Nights	1.07½	

ELEVATOR

Ass't. Foreman	$1.33½	*
Grain Fumigator	1.28½	**
Weighman	1.28½	**
Ass't. Weighman	1.17½	**
Car Dumper Operators	1.22½	**
Tank Man	1.17½	**
Ass't. Tank Man	1.11½	
Locomotive Pilot	1.17½	
Oilers	1.11½	
Switchman(temporary)	1.09	
Laborers	1.06½	

POWER-LIGHT-HEAT

Engineer - 1st Class	$1.36½
Engineers	1.31½

MAINTENANCE

Machinists	$1.61½
Machinists - 2nd Class	1.33½
Machinists - Helper	1.23½
Machinist - Apprentice	1.06½
Millwrights	1.51½
Millwrights - 2nd Class	1.33½
Millwright - Helper	1.23½
Millwright - Apprentice	1.06½
Sheet Metal Mechanic	1.49¾
Sheet Metal Mechanic & Welder-1st Class	1.49¾
Sheet Metal - Helper	1.23½
Sheet Metal - Apprentice	1.06½
Carpenters	1.32½
Painters	1.22½
Head Spouter (temporary	1.59

PACKING & WAREHOUSE

Ass't. Foreman Packing Dept.	$1.44
Ass't. Foreman - Dockhouse	1.33½
Leadman - Dockhouse	1.16½
Sewing Machine Operator	1.26½
Tank Man	1.21½
Alternate Loader	1.18½
Alternate Packer	1.16½
Packers-Flour,Feed W.W.Flour	1.16½
Car Loaders - Flour	1.18½
Car Loaders - Feed	1.18½
Car Loader & Registerman	1.23½
Chief Carloaders-Flour	1.28½
Chief Carloaders-Feed	1.28½
Car Coopers	1.13½
Utility Men	1.11½
Oilers	1.11½
Laborers	1.06½
Sack Repair Women	1.01½
Sack Repair Apprentice	.91½
Flake Packers	1.11½
Flake Carloaders	1.06½
Bulk Feed Carloader	1.13½
Yard Utility Man	1.13½

* 2. Flour Packers - Bonus of .0071¢ per bag over a base of 165 bags packed per hour.

a) Flour Packers as listed on the Flour Packing Basis Agreement Form dated March 5, 1947, will continue to make an individual

agreement with the Company each week as to the average number of bags they will pack per hour above 200, with no maximum.

b) Flour Packer Beginners after March 1, 1947, will receive $1.16½ per hour but must pack 165 bags per hour within 30 days, and a minimum of 185 bags, and a maximum of 210 bags within 60 days from the time he starts packing and thereafter, or he will be considered unable to be a flour packer and the Company may, at its discretion, return any flour packer falling below the minimum of 185 bags per hour to a job his seniority, ability and qualifications entitle him to, or may keep him on as a flour packer, as they see fit.

c) All beginners, after 60 days, will also make an individual weekly agreement with the Company on the number of bags per hour above 185 he will pack - maximum 210 bags.

d) All Flour Packers will notify their foreman on Monday of each week, the number of bags he will pack per hour for the week beginning the following Wednesday. This information will be shown on the Flour Packers' Weekly Packing Basis Agreement Form and initialed by each packer opposite his name.

e) All Flour Packers will receive base rate of $1.16½ per hour for all down time and for work they are assigned to in other departments when Packing Department is down.

* 3. Feed Packers - Bonus of .0093¢ per bag over a base of 93 bags packed per hour.

a) As of March 1, 1947, all regular Feed Packers on the Feed Dept. payroll will pack a minimum of 115 bags and a maximum of 130 bags per hour.

b) Feed Packer Beginners as of March 1, 1947 must pack a minimum of 93 bags per hour within the first 30 days, and a minimum of 115 bags and a maximum of 130 bags within 60 days and thereafter, or the Company may, at its discretion, return any Feed Packer falling below this minimum of 115 bags per hour to a job his seniority, ability and qualifications entitle him, or, may keep him on as a Feed Packer, as they see fit.

c) All Feed Packers will, to the best of their ability, spread the average daily quota evenly over the 8 hour period.

d) All Feed Packers will receive Base rate of $1.16½ per hour for all down time and for work they are assigned to in other departments when Packing Department is down.

** 4. Flour Loaders must carry 130 bags per hour average for an 8 hour day.

** 5. Feed Loaders must carry 130 bags per hour average for an 8 hour day.

*** 6. Sewing Machine Operator - Bonus basis .16½¢ per Hundred bags above a base of 729 bags per hour.

7. Sewing Machine Operator in Mill will not receive a bonus.

8. Overtime - See Article II.

COMPANY: Confidential

UNION: Food and Tobacco Workers--CIO

LOCATION: Middle West

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: Once after June 1947; 1-yr. agmt.

Hiring Rate: 76½¢ for apprentices

Shift Bonus: 5¢ on 2nd, 8¢ on 3rd shift

— MALE EMPLOYEES —

OAT MILL DEPARTMENT

	Rate
Locker Room Attendant	1.01
Operating Sweeper	1.04
Oiler	1.07
Floorman	1.12½
Aspirator Man	1.12½
Rollman Helper	1.12½
Violet Ray Operator Man	1.12½
Machine Man	1.15½
Rollman	1.15½
Dry House Attendant	1.15½
Steel Cut Operator	1.15½
Barley and Avenex Operator	1.18½
Miller Helper	1.18½
Barley Miller	1.18½
Head Rollman	1.21½
Cleaning House Miller	1.24
Miller	1.27

FLOUR MILL DEPARTMENT

Operating Sweeper	1.04
Oiler	1.07
Smutter	1.12½
Bolter	1.18½
Corn Miller	1.27
Flour Miller	1.27

SHIPPING DEPARTMENT

A — FEED AND CEREAL

Warehouse Sweeper	1.01
Truck Washer	1.04
Sack Pick-up Man	1.04
Sack Room Trucker	1.04
Freight Elevator Operator	1.07
Truck Oiler	1.07
L. C. L. Trucker	1.07
Chute Man	1.07
Trucker	1.07
Electric Truck Operator	1.07
Car Sealer	1.07
Asst. Lead Man Sack Room	1.07
Belt Gang	1.10
Delta Seal Operator	1.12½
Checker (Feed and Cereal)	1.15½
L. C. L. Checker	1.15½
Sack Room Lead Man	1.18½

B — BULK PACKING

Packerman	1.07
Asst. Lead Man (Oat Packers)	1.10
Shift Lead Man (Corn Packers)	1.12½
Shift Lead Man (Oat Packers)	1.15½

C — FLOUR PACKERS

Warehouse Sweeper	1.01
Trucker	1.07
Chute Man	1.07
Packerman	1.07
Shift Lead Man	1.15½

D — SUPPLIES UNLOADING

Warehouse Sweeper	1.01
Freight Elevator Operator	1.07
Trucker	1.07
Checker	1.10
Fork Truck Operator	1.10

GENERAL DEPARTMENT

Warehouse Sweeper	1.01

FEED DEPARTMENT

Locker Room Attendant	1.01
Warehouse Sweeper	1.01
Operating Sweeper	1.04
Trucker	1.04
Dumper	1.04
Freight Elevator Operator	1.07
Machine Man	1.07
Reel Man	1.07
Molasses Mixer Man	1.07
Oil Plant Helper	1.07
Packerman	1.07
Pellet Mill Operator	1.07
Transfer Man	1.07
Scratch Mixer Man	1.07
Oiler	1.07
Corn Roll Man	1.07
Tank Man	1.07
Hammer Mill Operator	1.07
Mash Mixer Man	1.10
Hull Grinder Operator	1.12½
Bob Tail Mill Operator	1.12½
Mash Bin Man	1.12½
Corn Oil Expeller Operator	1.12½

MECHANICAL DEPARTMENT

Window Washer	1.01
Warehouse Sweeper	1.01
Elevator Operator	1.01
General Labor	1.04
Storeroom Helper	1.04
Truck Driver	1.04
Yard Cleaner	1.04
Roof Man	1.04
Motor Maintenance	1.18½
Pump Room Attendant	1.18½
Store Room Attendant	1.18½
Machinist Helper	1.21½
Steamfitter Helper	1.21½
Electrician Helper	1.21½
Painter	1.27
Machinist	1.38½
Welder	1.38½
Steamfitter	1.38½
Electrician	1.38½
Night Machine Shop Lead Man	1.44½

PACKAGE DEPARTMENT

Waste Man	1.01
Locker Room Attendant	1.01
Container Sealer Tender	1.04
Container Labeller & Stenciller	1.04
Container Trucker	1.04
Bad Order Repair Man	1.04
Night Clean-up Man	1.04
Premium Ware Supply Man	1.04
Premium Ware Trucker	1.04
Tube Plant Waste Man	1.04
Paper Baler Tender	1.04
Paper Slitter Machine Helper	1.04
Dumper	1.04
Hand Strapper Man	1.04
Shell & Carton Supply	1.04
Nailing Machine Tender	1.04

Oat Meal Tank Supply Man	1.04
Institutional Tank Supply Man	1.04
Supply Trucker	1.04
Truck Loaders & Trucker	1.04
General Work Jobs	1.04
Corn Meal System Tender	1.07
Farina System Tender	1.07
Oiler	1.07
Wrapper Die Cutter	1.07
Glue Mixer Man	1.07
Asst. Tank Room Man	1.07
Paper Truck Operator	1.07
Wood Box Printing Press Tender	1.11
Wood Box Former	1.11
Tin Can Press Tender	1.11
Puffed Goods Top Fold & Sealer Tender	1.11
Wax Wrapping Machine Tender	1.11
Puffed Goods Unit Machine Tender	1.11
Institutional Units Machine Tender	1.11
Pancake System Tender	1.11
Tube Plant Oiler	1.11
Paper Slitter Machine Tender	1.11
Tube Winder Machine Tender	1.11
Staude Shell Machine Tender	1.11
Punch Press Tender	1.11
Miehle Printing Press Tender	1.11
Tank Room Attendant	1.11
Scale & Former Tender	1.11
Wrapping Machine Tender	1.11
Wrapper Room Stock Man	1.14½
Tube Plant Maintenance Man	1.14½
Container Sealers Operator	1.14½
Institutional Units Shift Lead Man	1.15½
Puffed Goods & Institutional Packing & Farina Mixing & Packing Operator	1.18½
Wrapping Machine Operator	1.18½
Tank Man	1.04
Utility Man	1.04
Baby Food Operator Helper	1.04
Grinder	1.04
Dumper	1.04
Dog Food Packer	1.07
Dog Food Gun Operator	1.12½
Sweeper	.93½
Dog Food Granulator Man	1.12½
Baby Food Operator	1.12½
Pre Mixer (Oaties & Wheat)	1.12½
Vitamin Man	1.12½
Flake Cooker	1.12½
Flake Roll Man	1.12½
Research Operator	1.18½
Repairman	1.18½

ELEVATOR DEPARTMENT

Operating Sweeper	1.04
Airveyor Helper	1.04
Car Cooper	1.07
Bridge Attendant	1.07
Zeleny System	1.07
Oiler	1.10
Transfer Man	1.12½
Bin Floor Man	1.12½
Pay Loader Operator	1.15½
Corn Drier Operator	1.15½
Airveyor Operator	1.15½
Ticket Man	1.15½
Dump Pit Operator	1.15½
Grain Unloader	1.15½
Locomotive Operator	1.15½
Car Loader	1.15½
Weighmaster	1.15½
Unloading Lead Man	1.21½

LABORATORY DEPARTMENT

Laboratory Boy & Sweeper	1.01
Asst. Grain Sampler	1.07
Grain Sampler	1.10
Grain Inspector	1.18½

FURFURAL DEPARTMENT

Operating Sweeper	1.04
Utility Man	1.04
Avenex Concentrate Helper	1.04
Avenex Concentrate Operator	1.07
Oiler & Asst. Order Man	1.07
Bin & Scale Man	1.07
Flu Gas & Furfural Residue Operator	1.07
Asst. Cooker & Mixer Man	1.10
Order Supply & Tank Man	1.10
Asst. Still & Cooker Man	1.12½

— FEMALE EMPLOYEES —

GENERAL DEPARTMENT

Dishwasher	.93½
Dining Room Attendant	.98½

PACKAGE DEPARTMENT

Belt Girl	.89½
Liner Girl	.89½
Filler Girl	.89½
Premium Ware Girl	.89½
Test Weigher	.89½
Guide	.89½
General Work Jobs	.89½
Dining Room Attendant	.93½
Storeroom Attendant	.93½
Tube Wnider & Cutter Attendant	.93½
Pancake Baker	.93½
Sweeper	.93½
Meal Inspector	.93½
Janitress	.93½
Inspector (Each Machine)	.93½
Packer (Automatic & Hand)	.93½
Former Operator	.95½
Capper Operator	.95½
Helper	1.01

LABORATORY DEPARTMENT

Grinder Girl	.89½
Brown Duvel Moisture Girl	.92½
Fats & Oven Moisture Girl	.95½
Protein & Fiber Girl	.98½
Baking Tester	1.02½
Special Analyst	1.02½

COMPANY: Ralston Purina Co.

UNION: Food and Tobacco Workers--CIO

LOCATION: Charlotte, N. C.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: None specified: 1-yr. agmt.

Hiring Rate: 3¢ less than base rate for first 60 days

Shift Bonus: 5¢ for night work

Classification	Base Rate
Maintenance	$0.77
Elevator	.77
Pellet Machine	.77
Truck Driver	.77
Carloader	.75
Mixer	.75
Grain Unloader	.75
Trucker	.72
Janitor	.72

COMPANY: Confidential

UNION: District 50, Mine Workers

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: Upon 10% rise in BLS "cost-of-living index", at least 6 mos. after signing of agmt.; 1-yr. agmt.

Shift Bonus: 7% on 2nd and 3rd shift

WAGE SCHEDULE - MACHINE SHOP AND MAINTENANCE
SCHEDULE "A"

Job	Code No.	Class "A" Min.	Class "A" Max.	Class "B" Min.	Class "B" Max.	Class "C" Min.	Class "C" Max.
Machinist (Experimental)	1004	1.495	1.545				
Machinist (Plant Maintenance)	M1	1.345	1.495				
Machinist (Production)	71	1.345	1.495				
Machinist (M. S. Maintenance)	1007	1.345	1.495				
Sheet Metal Worker (Experimental)	1005	1.345	1.495				
Welder (Maintenance)	M2	1.345	1.495				
Tool and Die Maker	119	1.345	1.495	1.195	1.545		
Sheet Metal Mechanic (Maint.)	M3	1.345	1.495				
Carpenter (Maintenance)	M4	1.545	1.495	1.145	1.295		
Electrician (Maintenance)	M5	1.845	1.495	1.145	1.295	1.045	1.145
Pipefitter (Maintenance)	M5	1.345	1.495				
Expeditor	P1	1.295	1.445	.945	1.095		
Machine Tool Operator (Misc. Mach.)	57	1.295	1.445				
Installation Man	1014	1.295	1.445				
Reconditioner	1008	1.245	1.395				
Turret Lathe Operator (S.M.)	70	1.245	1.395	1.095	1.245		
Vertical Boring Mill Operator	1001	1.245	1.395				
Horizontal Boring Mill Operator	1002	1.245	1.395				
Maintenance Mechanic	M7	1.245	1.395	1.095	1.245		
Sheet Metal Worker (Production)	107	1.245	1.395	1.045	1.195		
Crater	1009	1.195	1.345	.995	1.095		
Carpenter (Production)	1010	1.195	1.345	1.045	1.195		
Inspector	900	1.195	1.345	1.045	1.195		
Engine Lathe Operator	55	1.195	1.845	1.045	1.195		
Layout Man	55	1.195	1.345				
Welder, Hand	124	1.195	1.845	1.045	1.195		
Painter, Rough	85XX	1.145	1.295	1.045	1.145		
Grinding Machine Operator	55	1.145	1.295	1.045	1.195		
Milling Machine Operator	53	1.145	1.295	1.045	1.145		
Power Brake Operator	88	1.145	1.295				
Drill Press Operator (Radial)	53	1.145	1.295	1.045	1.145		
Punch Press Operator	90	1.095	1.245	.995	1.095		
Oiler (Maintenance)	M8	1.095	1.245	.995	1.095		
Assembler, Mechanical	4A	1.095	1.245	.995	1.095	.895	.995
Polisher and Buffer	85X	1.095	1.245	.995	1.095		
Sheet Metal Machine Oper. (Misc. Mach.)	105	1.095	1.245				
Power Shear Operator	89	1.045	1.195				
Chauffeur	C1	1.045	1.195				
Fireman (Maintenance)	M9	1.045	1.195				
Drill Press Operator (Sing. or Mult.)	54	1.045	1.195	.995	1.095		
Tool Grinder	1003	1.045	1.195				
Plater	153	1.045	1.145				
Wirer	151	1.045	1.145	.895	.995	.895	.945
Bench Hand	1000	1.045	1.145	.945	1.045		
Welder, Machine	125	.995	1.095	.895	.995		
Helper, Trades (Maintenance)	M10	.995	1.095				

WAGE SCHEDULE - MACHINE SHOP AND MAINTENANCE
SCHEDULE "A"

Job	Code No.	Class "A" Min.	Class "A" Max.	Class "B" Min.	Class "B" Max.	Class "C" Min.	Class "C" Max.
Stock Man	P2	.995	1.095				
Move Man	P3	.945	1.045				
Raw Stock Man	P4	.945	1.045				
Packer and Loader	P5	.945	1.045				
Reconditioner Helper	1011	.945	1.045				
Painter Helper	83XXC	.945	1.045				
Tool Crib Tender	1012	.945	1.045				
Plater Helper	134	.945	1.045				
Sheet Metal Helper	1005	.945	1.045				
Laborer (Boiler Room)	M11	.895	.995				
Sweeper	1013	.895	.995				

WAGE SCHEDULE - CEREAL PLANT AND FLOUR MILL
SCHEDULE "A"

Job Title	Code No.	Class "A" Min.	Class "A" Max.	Class "B" Min.	Class "B" Max.	Class "C" Min.	Class "C" Max.
Bolter (Flour Mill)	100	1.045	1.145				
Checker—Shipping	110	1.045	1.145	.945	1.045		
Automatic Scale Operator	120	1.045	1.145				
Mixer	130	1.045	1.145	.945	1.045		
Desk Man	140	1.045	1.145				
Mixer Checker	150	1.045	1.145				
Flavor Room Operator	150	.995	1.095	.895	.995		
Packer	170	.995	1.095				
Packer—Fixt	170			.945	.995	.895	.995
Checker—Receiving	180	.995	1.095				
L. C. L. and L. T. L. Checker	190	.995	1.095				
Checker—Packing	200	.995	1.095				
Dehydrator Operator	210	.995	1.095				
Sugar Bin and Oil Blender Operator	220	.995	1.095				
Elevator Operator	250	.945	1.045				
Smutter (Flour Mill)	240	.945	1.045				
Material Feeder	250	.945	1.045				
Weigh-Off Man	250	.945	1.045				
Buggy Handler	270	.945	1.045				
Bin Checker	280	.945	1.045				
Egg Dumper	290	.945	1.045				
Material Handler	300	.945	1.045	.895	.995		
Mixer Cleaner	310	.945	1.045				
Fat Room Handler	320	.945	1.045				
Bag Labeller and Stenciller	530	.945	1.045				
Packer and Material Handler (F.M.)	340	.895	.995				
Barrel Liner	350	.595	.995				
Sweeper	350	.895	.995				

CHEMICALS AND PLASTICS

COMPANY: Air Reduction Sales Co.

UNION: Gas, Coke and Chemical Workers--CIO

LOCATION: Milwaukee and West Allis, Wis.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: September 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ on evening, 10¢ on midnight shift

OXYGEN PLANT	PER HOUR
1. Operator - Maintenance Man	1.46
2. Operator	1.46
3. Operator (Prior to 1,000 hours' experience)	1.36
4. Filler and Retester	1.26
5. Filler (Prior to 1,000 hours' experience)	1.21
6. Cylinder Maintenance	1.21
7. Minimum Hiring Rate	1.06

ACETYLENE PLANT	PER HOUR
1. Operator - Maintenance Man	1.41
2. Operator	1.31
3. Helper	1.26
4. Cylinder Maintenance	1.21
5. Minimum Hiring Rate	1.06

DISTRIBUTION	PER HOUR
1. Assistant Shipper	1.26
2. Handler	1.21
3. Minimum Hiring Rate	1.06

COMPANY: Monsanto Chemical Co. (Plastics Div.)

UNION: Electrical Workers--CIO

LOCATION: Springfield, Mass.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: Men, 93¢; women, 78¢

Shift Bonus: 5¢ to workers on rotating shifts

COMPANY: Confidential (Molded Plastics)
UNION: Federal Labor Union-AFL

LOCATION: Middle Atlantic
SIZE OF COMMUNITY: 25-100,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: For first 6 wks., 65¢ min. for male, 60¢ for female learners, plus 14¢ added to hourly earnings of all employees

Shift Bonus: 7¢ on 2nd, 10¢ on 3rd shift

Labor Grade	Wage Band
11	.63-- .73
10	.68-- .79
9	.74-- .86
8	.80-- .93
7	.87--1.01
6	.94--1.01
5	1.03--1.20
4	1.12--1.31
3	1.22--1.43

Note: The base rate for a job is the middle of the wage band of the labor grade in which the job falls. The contract provides that hourly earnings are expected to yield 25% above the base rate upon "100% efficiency." It is further provided that 14¢ per hour is to be added to straight-time hourly earnings of all employees

COMPANY: Confidential

UNION: District 50, Mine Workers

LOCATION: South Central
SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: April 1947
WAGE REOPENING: After May 1948

Shift Bonus: 4¢ on afternoon, 6¢ on night shift

Carpenter	1.32
Painter	1.30
Machinists	1.405
Pipe Fitter	1.30
Helper—Welder	.995
Helper—Brickmason	.97
Helper—Tank Car Repairman	1.02
Helper—Machinist	.995
Helper—Pipe Fitter	.995
Carbon Cutter	.97
Track Repairman	.97
Tank Car Repairman	1.30
Dry Truck Driver	.995
Laboratory Assistants	1.19
Laboratory Assistants	1.09
Laboratory Assistants	.97
Brickmason Group Leader	1.965
Group Leader (Laborer)	1.34
Yard Laborer	$ .945
Porter and Office Boy	1.02
Janitor	.945
Cooper	.97
Clean-up Men	.945
Coke Oven Puller	Oven 3.41
Mixers—Elastigum	.97
Mixers—Enamel	.97
Loaders and Fillers	.945
Railroad Yardmaster	1.34
Locomotive Engineer	1.28
Diesel Craneman	1.34
Locomotive Fireman	.97
Saturator Operators	1.07
Saturator Operators Helpers	.97
Tar Heater Operators	1.47
Asst. T. H. Operators	1.27
Acid Plant Operators	1.27
Coke Oven Operators	1.19
Stillmen	1.19
Pitch Rollmen	1.07
Boilermen	1.25
Boiler Tenders	1.02
Pumpman—Dock	.995
Pumpman—Tank Car	1.27
Pumpman—Tank Car Helper	1.14
Electrician	1.32
Welder	1.405

COMPANY: American Potash & Chemical Corp.
UNION: Mine, Mill and Smelter Workers --CIO
LOCATION: Trona, Calif.
SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: July 1947
WAGE REOPENING: None specified; agmt. expires Dec. 1948

Shift Bonus: 4¢ on swing, 6¢ on graveyard shift

ENGINEERING DEPARTMENT AND SUBDIVISIONS:

Maintenance, 1st Class Rate: $1.63 per hour.

Electrician 1-c
Carpenter 1-c
Machinist 1-c
Boilermaker 1-c
Sheet Metal Worker 1-c
Pipefitter 1-c
Pipecoverer 1-c
Plumber 1-c
Blacksmith 1-c
Tool Room Keeper 1-c
Welder 1-c
Painter 1-c
Rigger 1-c
Pipe Machine Operator
Crane Engineer
Automobile Mechanic 1-c
Pump Packer (Evaporator House No. 1) 1-c

Maintenance, 2nd Class Rate: $1.47 per hour.

Truck Driver 1-c
Tool Room Keeper 2-c
Pump Packer 2-c
Apprentice—4th Year
2nd Class Mechanic in all trades where such classification occurs.

Maintenance, 3rd Class Rate: $1.31 per hour.

Tool Room Keeper 3-c
Plant Oiler
Apprentice—3rd Year
3rd Class Mechanic in all trades where such classification occurs.

Maintenance, 4th Class Rate: $1.23 per hour.

Maintenance Janitor
Apprentice—2nd Year
All craft helpers.

Maintenance Division, 5th Class Rate: $1.21 per hour.

General Helper
Apprentice—1st Year

Development & Testing, 1st Class Rate: $1.63 per hr.

Equipment Tester 1-c
Instrument Tender 1-c
Refrigeration Repairman 1-c
Scale Repairman 1-c
Office Machine Repairman

Development & Testing, 2nd Class Rate: $1.47 per hr.

Equipment Tester 2-c
Instrument Tender 2-c
Refrigeration Repairman 2-c
Apprentice—4th Year

Development & Testing, 3rd Class Rate: $1.31 per hr.

Instrument Tender 3-c
Refrigeration Repairman 3-c
Apprentice—3rd Year

Development & Testing, 4th Class Rate: $1.23 per hr.

Instrument Tender Helper
Apprentice—2nd Year

Development & Testing, 5th Class Rate: $1.21 per hr.

Apprentice—1st Year

Field Division, 3rd Class Rate: $1.31 per hour.

Gardener 2-c

Field Division, 4th Class Rate: $1.23 per hour.

Field Division Helper

Field Division, 5th Class Rate: $1.21 per hour.

General Helper

Power Division, 1st Class Rate: $1.63 per hour.

Switch Board Operator
Fireman 1-c
Refrigeration Engineer
Boiler Room Mechanic 1-c

Power Division, 2nd Class Rate: $1.47 per hour.

Refrigeration Oiler
Ice Plant Operator
Fireman 2-c
Boiler Room Mechanic 2-c

Power Division, 3rd Class Rate, $1.31 per hour.

Fireman 3-c
Water Tender

Power Division, 4th Class Rate: $1.23 per hour.

Filter Man
Boiler Room Helper

Power Division, 5th Class Rate: $1.21 per hour.

General Helper

PRODUCTION DEPARTMENT AND SUBDIVISIONS:

Concentration Unit, 1st Class Rate: $1.63 per hour.

Salt Trap Tender (No. 1 Evaporator Building)
Salt Trap (Thickener) Tender
Salt Trap Tender (No. 2 Evaporator Building)
Heater Tender (No. 1 Evaporator Building)
Utility Man (Not in Promotional Sequence) 1-c*

Concentration Unit, 2nd Class Rate: $1.47 per hour.

Heater Tender (No. 2 Evaporator Building)
Filter Tender (No. 1 Evaporator Building)
Filter Tender (No. 2 Evaporator Building)
Crude Burkeite Tender No. 1
Crude Burkeite Tender No. 2
Crude Burkeite Tender No. 3

Concentration Unit, 3rd Class Rate: $1.31 per hour.

Crude Burkeite Helper
Levelman (No. 1 Unit)
Levelman (No. 2 Unit)
Levelman (No. 3 Unit)
Utility Man

Concentration Unit, 4th Class Rate: $1.23 per hour.

Heater Helper (No. 1 Unit)
Heater Helper (No. 2 Unit)
Heater Helper (No. 3 Unit)

Soda Products Unit, 1st Class Rate: $1.63 per hour.

Glauber Salt Tender
Burkeite Tender
Sal Soda Tender
Evaporator Tender
Lithium Tender
Dryer Tender
Utility Man (Not in Promotional Sequence) 1-c*

Soda Products Unit, 2nd Class Rate: $1.47 per hour.

Sludge Tender
Burkeite Liquor Tender
Precipitator Tender
Resaturation Tender
Product Filter Tender
No. 1 Process Filter Tender
No. 2 Process Filter Tender
Utility Man (Not in Promotional Sequence) 2-c*

Soda Products Unit, 3rd Class Rate: $1.31 per hour.

Burkeite Yard Tender
Utility Man

Soda Products Unit, 4th Class Rate: $1.23 per hour.

Storage Tender
Soda Products Helper (Dryer Helper)

Crystallizer Unit, 1st Class Rate: $1.63 per hour.

Granular Potash Tender
Sulphate of Potash Tender
Chemical Potash Tender
Potash Cooler Tender
Crude Borax Cooler Tender
Refined Borax Dryer Tender
Utility Man (Not in Promotional Sequence) 1-c*

Crystallizer Unit, 2nd Class Rate: $1.47 per hour.

Potash Dryer Tender
Crude Borax Filter Tender
Refined Borax Cooler Tender
Refined Borax Centrifugal Tender
Chemical Potash Helper
Potash Centrifugal Tender
Utility Man (Not in Promotional Sequence) 2-c*

Crystallizer Unit, 3rd Class Rate: $1.31 per hour.

Leach Potash Helper
Refined Borax Dryer Helper
Utility Man

Crystallizer Unit, 4th Class Rate: $1.23 per hour.

Sulphate of Potash Helper
Filter Leaf Sewer* (Not in Promotional Sequence)

Borax Conversion Unit, 1st Class Rate: $1.63 per hr.

Furnace Tender
Refined Boric Acid Tender*

Borax Conversion Unit, 2nd Class Rate: $1.47 per hr.

Calciner Tender (The Calciner Tender, Jr. job will be eliminated during one unit operation)
Mill Tender
Crude Boric Acid Tender

Borax Conversion Unit, 3rd Class Rate: $1.31 per hr.

Boric Acid Centrifugal Helper

Borax Conversion Unit, 4th Class Rate: $1.23 per hr.

Borax Conversion Helper

Bromine Unit, 1st Class Rate: $1.63 per hour.

Bromine Tender

Bromine Unit, 3rd Class Rate: $1.31 per hour.

Bromine Bottler

Bromine Unit, 4th Class Rate: $1.23 per hour.

Bromine Packer

Laboratory Section

Senior Analyst ..... $1.88 per hour
Associate Analyst ..... $1.73 per hour

Laboratory Section, 1st Class Rate: $1.63 per hour.

Junior Analyst
Sulphate of Potash Analyst

Laboratory Section, 2nd Class Rate: $1.47 per hour.

Evaporator Analyst
Soda Products Analyst

Laboratory Section, 3rd Class Rate: $1.31 per hour.

Sampler

Laboratory Section, 4th Class Rate, $1.23 per hour.

Laboratory Helper

Shipping Unit, 1st Class Rate: $1.63 per hour.

Loading Tender 1-c
Shovel Engineer
Gas Engine Operator 1-c

Shipping Unit, 2nd Class Rate: $1.47 per hour.

Loading Tender 2-c
Gas Engine Operator 2-c
Blaster
Drag Line Operator
Truck Driver 1-c
(This rate will be paid only when trucking to or from outside stored piles of wet products)

Shipping Unit, 3rd Class Rate: $1.31 per hour.

Shipping Tender (25 men permanently on this occupation) (see note 5)
Truck Driver 2-c
Lithium Dryer Tender
Borax Dryer Cleanup
Shovel Helper

Shipping Unit, 4th Class Rate: $1.23 per hour.

Shipping Helper (25 men permanently on this occupation) (see note 5)
Cleanup Helper

Shipping Unit, 5th Class Rate: $1.21 per hour.

General Helper

Notes:

5. The Shipping Tender rate is to be paid for all sack sewing, car dunnaging, barrel coopering work. This rate shall also be paid to one man in each group of men loading bulk or bagged cars. It also shall be paid to all men employed in loading bags of potash or soda ash weighing more than 220 pounds into cars.

SUPPLIES DEPARTMENT:

Bag Room Section, 1st Class Rate: $1.63 per hour.
Bag Printer 1-c

Bag Room Section, 2nd Class Rate: $1.47 per hour.
Bag Printer 2-c

Bag Room Section, 3rd Class Rate: $1.31 per hour.
Bag Printer 3-c

Bag Room Section, 4th Class Rate: $1.23 per hour.
Storehouse Helper

Fuel Oil Section, 1st Class Rate: $1.63 per hour.
Fuel Oil Tender

Salvage Section, 2nd Class Rate: $1.47 per hour.
Salvage Man 1-c

Salvage Section, 3rd Class Rate: $1.31 per hour.
Salvage Man 2-c

Stores Section, 1st Class Rate: $1.63 per hour.
Requisition Clerk
Stockman

Stores Section:
Stock Record Clerk ..... $1.53 per hour

Stores Section, 2nd Class Rate: $1.47 per hour.
Storehouse Clerk
Counterman, Sr.

Stores Section, 3rd Class Rate: $1.31 per hour.
Counterman, Jr.

Stores Section, 4th Class Rate: $1.23 per hour.
Counterman Apprentice
Storehouse Helper
Janitor

Stores Section, 5th Class Rate: $1.21 per hour.
General Helper-Pool

MERCANTILE DEPARTMENT:

Mercantile Department, 1st Class Rate: $1.63 per hr.
Head Barber
Head Hardware Clerk
Head Grocery Clerk
Head Furnishing Clerk
Head Pool Room Clerk
Head Vegetable Clerk
Retail Service Man
Head Bartender 1-c

Mercantile Department, 2nd Class Rate: $1.47 per hr.
Barber Journeyman
Retail Clerk, Sr.
Meat Cutter Journeyman
Bartender
Club Porter

Mercantile Department, 3rd Class Rate: $1.31 per hr.
Retail Clerk, Intermediate
Club Clerk

Mercantile Department, 4th Class Rate: $1.23 per hr.
Retail Clerk, Jr.
Janitor 2-c
Junior Clerk

Mercantile Department, 5th Class Rate: $1.21 per hr.
Retail General Helper
Pin Boy

VILLAGE SERVICE DEPARTMENT:

Housing, 1st Class Rate: $1.63 per hour.
Sanitation Man 1-c

Housing, 2nd Class Rate: $1.47 per hour.
Truck Driver
Porter
Gardener 1-c

Housing, 3rd Class Rate: $1.31 per hour.
Bedmaker 1-c
Janitor 1-c
Gardener 2-c
Truck Driver 2-c

Housing, 4th Class Rate: $1.23 per hour.
Janitor 2-c
Bedmaker 2-c

Housing, 5th Class Rate: $1.21 per hour.
General Helper
Bedmaker 3-c

COMPANY: Confidential (Phosphate)

UNION: Gas, Coke and Chemical Workers--CIO

LOCATION: South Central

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: October 1947

WAGE REOPENING: February 1948

Hiring Rate: 72¢

Shift Bonus: 4¢ on 2nd, 6¢ on 3rd shift

COMPANY: Confidential

UNION: District 50, Mine Workers

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 4¢ on 3rd shift, 6¢ on 1st shift

Job Classification	Hourly Wage Rate
Leadman No. 1—Acid Line	$1.62
Leadman No. 2—Acid Line	1.49
Leadman No. 3—Acid Line	1.44
Acid Operator	1.35
Acid Helper	1.26
Box Print Operator No. 1	1.44
Box Print Operator No. 2	1.35
Box Print Helper No. 1	1.27
Box Print Helper No. 2—After 25 working days, is classified as Box Print Helper No. 1	1.21
Dope House Operator No. 1	1.44
Dope House Operator No. 2	1.35
Dope House Helper No. 1	1.27
Dope House Helper No. 2—After 25 working days, is classified as Dope House Helper No. 1	1.21
Leadman—Shell House	1.49
Shell House Operator No. 1	1.44
Shell House Operator No. 2	1.35
Shell House Helper No. 1	1.27
Shell House Helper No. 2—After 25 working days, is classified as Shell House Helper No. 1	1.21
Ingredient Dry Operator	1.35
Ingredient Dry Helper	1.21
Soda Dry Operator	1.35
Sulphur and Coal Grind Operator	1.35
Powder Line Repairman No. 1	1.69
Powder Line Repairman No. 2	1.62
Powder Line Repairman No. 3	1.49
Leadman—N. G. Line	1.49
N. G. Operator No. 1	1.44
N. G. Operator No. 2	1.35
N. G. Helper	1.27
Powder Operator No. 1	1.44
Powder Operator No. 2	1.35
Powder Helper	1.27
Leadman—Magazine Crew	1.49
Magazine Operator No. 1	1.44
Magazine Operator No. 2	1.35
Magazine Helper	1.27
Locomotive Engineer—Powder	1.35
Locomotive Helper—Powder	1.27
C. S. A. N. Operator	1.35
C. S. A. N. Helper	1.27
R. X. L. — S. D. M. Operator	1.35
R. X. L. — S. D. M. Helper	1.27
R. X. L. Janitor	1.27
R. X. L. Helper—Technician	1.35
Magazine Helper—Blasting Supply	1.21
Locomotive Engineer—Ingredient Dope House	1.27
Locomotive Helper—Ingredient Dope House	1.21
Nitro-Cotton Screening and Dry Operator	1.35
Laboratory Helper No. 1	1.24
Laboratory Helper No. 2	1.21
Laboratory Helper No. 3	1.15
Leadman No. 1—Maintenance	1.70
Leadman No. 2—Maintenance	1.63
Mechanic No. 1	1.56
Mechanic No. 2	1.46
Mechanic No. 3	1.29
Mechanic Helper No. 1	1.21
Mechanic Helper No. 2—After 25 working days is classified as Mechanic Helper No. 1	1.15
Leadman—Power House	1.63
Power House Engineer No. 1	1.56
Power House Engineer No. 2	1.45
Power House Fireman No. 1	1.29
Power House Fireman No. 2	1.20
Power House Helper	1.16
Leadman—Labor Gang No. 1	1.39
Leadman—Labor Gang No. 2	1.29
Laborer	1.07
Locomotive Engineer—Safety Area	1.21
Locomotive Helper—Safety Area	1.15
Watchman	1.18
Store Helper	1.17
Cap Operator	1.34
Cap Helper	1.24
Cap Line Repairman No. 1	1.79
E. B. C. Group Leader	1.34
E. B. C. Operator	1.29
E. B. C. Helper No. 1	1.24
E. B. C. Helper No. 2—After 25 working days is classified as E. B. C. Helper No. 1	1.21
H. N. M. Operator	1.34
Fulminate and H. N. M. Helper	1.24
Match Head Operator	1.34
Match Head Helper	1.24
Leadman—Shell Draw	1.63
Shell Draw Operator	1.29
Shell Draw Helper	1.20
Acid Mechanic	1.62
Wire Group Leader	1.29
Leadman—Wire Building	1.63
Wire Operator	1.20
Wire Helper No. 1	1.17
Wire Helper No. 2—After 25 working days is classified as Wire Helper No. 1	1.13
Cap Forelady	1.00
Cap Helper—Female	.91
E. B. C. Forelady	1.00
E. B. C. Helper—Female—After 6 weeks	.91
E. B. C. Helper—Female—Start	.84
Truck Driver—Safety	1.21
Truck Helper—Safety	1.15
Truck Driver—Powder	1.35
Truck Helper—Powder	1.27
Truck Driver—Powder—Blasting Supplies	1.29
Truck Helper—Powder—Blasting Supplies	1.21

COMPANY: Confidential (Industrial Chemicals)

UNION: Chemical Workers--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: Men--97¢; Women--75¢

Shift Bonus: 5¢ on 2nd and 3rd shifts

COMPANY: Confidential

UNION: Construction Workers, Mine Workers

LOCATION: Great Lakes

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: November 1947

WAGE REOPENING: May 1948

Shift Bonus: 5¢ on 2nd and 3rd shifts

Note: Add 7¢ to all rates appearing below.

Classification	Rate Range Minimum per hour	Maximum per hour
Day Men		
Semi-skilled to skilled	$ .99	$1.10
Dracco System Operators	1.10	1.20
Truck Drivers	1.11½	1.21½
Chemical Operators		
Semi-skilled	1.10	1.15
Skilled	1.21	1.30
Firemen (licensed)	1.21	1.30
Grinding Mill Operators	1.30	1.40
Maintenance Men		
Janitor	.99	1.04
Apprentices	.99	1.04
Semi-skilled	1.09	1.20
Skilled	1.29	1.40
Lead Burner	1.40	1.54

MERIT INCREASES AND PROMOTIONS

	Per Hour
Day Men	
The starting rate for six months (unless qualified to start at a high rate because of previous experience) shall be	.99
After six months, employees of this group who are competent to operate loading and unloading equipment, upon recommendation of the Foreman, may be advanced to	1.04
After six months employment at $1.04 per hour, upon recommendation of the Foreman, the employee's rate may be advanced to	1.07
After three months of employment at $1.07 per hour, upon recommendation of the Foreman, rates may be increased to the maximum rate of	1.10
CHEMICAL OPERATORS	
Semi-skilled Operators	
The starting rate for thirty days is	$1.10
After thirty days employment at $1.10 per hour, upon recommendation of the Foreman, the rate may be increased to	1.15
Skilled Operators	
Semi-skilled operators, after three months employment at $1.15 per hour may qualify as skilled operators, upon recommendation of the Foreman, provided they can maintain regular maximum production on a single operation, and in such event their rate may be	1.21
After six months employment at $1.21 per hour, skilled chemical operators, upon recommendation of the Foreman, provided they are competent to maintain regular maximum production on two or more operations, may be increased to	1.26
After three months employment at $1.26 per hour, skilled chemical operators, upon recommendation of the Foreman, may be increased to the maximum of	1.30
Grinding Mill Operators	
Same progression as chemical operators but rates are 10c per hour higher.	
Firemen (licensed)	
Starting rate	1.21
After six months employment, upon recommendation of the Foreman, firemen may be increased to	1.26
27	
After three months employment at $1.26 per hour, firemen, upon recommendation of the Foreman may be increased to	1.30
MAINTENANCE GROUP	
Apprentices	
Starting rate	$ .99
Intermediate rate	1.04
Semi-skilled Maintenance Helpers	
Starting rate	1.09
Intermediate rate	1.14
Intermediate rate	1.20
Skilled Men	
Starting rate	1.29
Intermediate rate	1.34
Top rate	1.40

COMPANY: Confidential

UNION: District 50, Mine Workers

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: September 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ for night shift work

EMPLOYEE GROUPING

GROUP I

P. A. Evap. Operator
Mannite Operator
Kettle Line Operator
Processing Operator
ETO Operator
Cell Department, Control Operator

GROUP II

Hydrogenation Autoclave Operator
Assistant Mannite Operator
Sorbitol Operator
P. A. Shipping Clerk
Assistant Kettle Line Operator
Derivative Shipping Clerk
Derivative Warehouse Man
Furnace Operator
Grinder Operator
Derivative Autoclave Operator
Lift Truck Operator
Catholyte Preparation Operator
Cell Operator

GROUP III

Catalyst Preparation Operator
Assistant P. A. Shipping Clerk
Assistant Storekeeper
P. A. Drumming Man (Temp. class.)

Said rates reflect earnings under Company's "Service Award Plan."

Hourly Rates for Scheduled 40-Hour Week

Classification	0-1 yr. Base Rate	1-2 yrs.	2-5 yrs.	Over 5 yrs.
Group I	1.45	1.52	1.59	1.67
Group II	1.39	1.46	1.53	1.60
Group III	1.36	1.43	1.50	1.56
Operator Trainee	1.23	.....	.....	.....
Helper	1.16	1.22	1.28	1.33
Helper (Probationary—2 months)	1.08	.....	.....	.....
Laborer Proc. Chem. Fore.	1.12	1.18	1.23	1.29
Laborer Process Chemical	1.06	1.11	1.17	1.22
Laborer	1.02	1.07	1.12	1.17
Leaderman	1.60	1.68	1.76	1.84
Janitress	.84	.88	.92	.97
Fireman	1.39	1.46	1.53	1.60
Truck Driver	1.06-1.12	1.18	1.23	1.29
Mechanic 1st Class	1.45	1.52	1.59	1.67
Mechanic 2nd Class	1.34	1.41	1.47	1.54
Mechanic Helper	1.21	1.27	1.33	1.39
Yardman	1.08	1.13	1.19	1.24
Watchman	1.08	1.13	1.19	1.24
Laboratory Tech. 1/c	1.23	1.29	1.35	1.41
Laboratory Tech. 2/c	1.16	1.22	1.28	1.33
Laboratory Tech. 3/c	1.09	1.14	1.20	1.25
Laboratory Asst. 1/c	1.01	1.06	1.11	1.16
Laboratory Asst. 2/c	.94	.99	1.03	1.08
Laboratory Asst. 3/c	.90	.94	.99	1.03

COMPANY: Confidential (Abrasives)

UNION: Gas, Coke and Chemical Workers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: After 5 months

Hiring Rates: $1 for men, except apprentices, office boys, and handicapped workers; 75¢ for women

Shift Bonus: 5¢ on afternoon, 9¢ on night shift

COMPANY: Confidential (Fertilizer)

UNION: Longshoremen and Warehousemen--CIO

LOCATION: South Central

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: February 1948; 1-yr. agmt.

Note: The following are minimum rates.

Job Classification	*Hourly Rate* Male	Female
Skilled: Includes—	$ .99	....
Straw Boss		
Crane Operator		
Millmen		
Power Shovel Operators		
Semi-Skilled: Includes—	$ .91	$ .87
Bagger		
Bag Hanger		
Sewer		
Batch Scale Weigher		
Bag Printer		
Laborers:	$ .87	$ .83

COMPANY: Diamond Alkali Co.

UNION: District 50, Mine Workers

LOCATION: Painesville, Ohio

SIZE OF COMMUNITY: Under 25,000

Note:
A leader's rate is not less than 8¢ an hour above the rate of the men he supervises.

Handyman when established	1.22½
Laborer (except listed otherwise)	1.13½
Janitor (departmental)	1.18½
Utility Man when established	1.39½

All Departmental Repairmen, Ironworkers, Carpenters, Electricians, Millwrights, Painter-Riggers, Pipefitters

1st Class	1.52½
2nd Class	1.45½
3rd Class	1.38½
Helper, starting rate	1.24½
Helper, after 6 months	1.31½
Clerk	1.18½

All Service Maintenance Groups
Apprenticeship rates

Starting rate	1.24½
After 6 months	1.28
After 12 "	1.31½
After 18 "	1.35
After 24 "	1.38½
After 30 "	1.42
After 36 "	1.45½
After 42 "	1.49
After 48 " *	1.52½
* Mason Apprentice	1.53½

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

BLACKSMITHS

1st Class	1.52½
2nd Class	1.47½
Helper, starting rate	1.24½
Helper, after 5 months	1.30½
Helper, after 10 months	1.36½

BOILER SHOP

Special Layer-Out Man	1.60½
Tool Attendant	1.34½

BUCKEYE SODA COMPANY

Assistant Car Loader	1.26½
Can Packer	1.25½
Can Seamer Operator	1.21½
Car Loader	1.34½
Carton Machine Operator	1.48½
Carton Packer, Baking Soda	1.21½
Carton Packer, Sal Soda	1.24½
Dumper & Floor Man	1.30½
Filler Operator	1.21½
Handyman and Relief Dumper	1.25½
Laborer	1.18½
Miscellaneous Laborer & Reliefman	1.28½
Sal Soda Manufacturing Operator	1.47½
Wrapping Machine Operator	1.42½
Wrapping Machine Operator-Repairman	1.48½

CAUSTIC

Ash Liquor Operator	1.31½
Ash Pit Man	1.29½
Belt Conveyor Operator	1.29½
Bottom Dissolver Operator	1.33½

Causticizer Operator	1.38½
Cleaner	1.22½
Coal Pumper	1.22½
Concentrator Operator	1.46½
Dorr Tank Operator	1.37½
Doubles Operator	1.46
Drum Maker	Piecework
Flaker Painter	1.38½
(Flaker Painter - Drum Maker	
(Painter, 1.38½ - Drum Maker, Piecework)	
Flaker Scaleman	1.38½
(Flaker Scaleman - Drum Maker	
(Scaleman, 1.38½ - Drum Maker, Piecework)	
Filterman	1.38½
Fireman	1.41½
Kiln Burner	1.46
Liquorman	1.38½
Loader	Piecework
Mud Wheel Operator	1.38½
Painter (Flaker)	1.38½
Potman	1.52½
Pot Packer	1.38½
(Extra) Pot Packer (Rate of pot packer only when packing pots - otherwise rate of job being filled and not less than rate of handyman)	
Quads Operator	1.44½
Quad Cleaner	1.25½
#1 Relief Engineer (Engine Room, Pump House, Caustic & Coke Plant)	1.54½
#1 Reliefman	1.53½
#2 Reliefman	1.46
#3 Reliefman	1.46
#4 Reliefman	1.41½
Salt Wheel Operator	1.38½
Scaleman (Flaker)	1.38½
Shipping Laborer 1st Class	1.23½
Shipping Laborer 2nd Class	1.18½
Sweeper	1.22½
Tank Car Loader	1.36½
Top Settler Operator	1.37½
Utility Man	1.39½
(Utility Man - Drum Maker	
(Utility Man, 1.39½ - Drum Maker, P.W.)	
Wheelhouse Engineer	1.48½

CEMENT PLANT

A. C. Miller	1.33½
Assistant Storekeeper	1.39½
Clay Miller	1.29½
Coal Unloader	1.31½
Crane Operator	1.44½
Crusher Operator	1.30½
Day Electrician as classified	
Extra Man	1.24½
Filter Bag Man	1.25½
Filter Wheel Operator	1.38½
Hammer-Mill Man	1.29½
Janitor	1.18½
Janitress	1.04½
Kiln Basin Operator	1.35½
Kiln Burner	1.50½
Kiln Burner Helper	1.33½
Laboratory Assistant	1.38½
Laboratory Control Man	1.34½
Laboratory Helper	1.13½
Laborer	1.13½
Miller	1.43½
Miller Helper	1.24½
#1 Reliefman	1.50½
#2 Reliefman	1.44½
#3 Reliefman	1.31½
#5 Reliefman	1.30½
Repairman as classified	
Sample Tester	1.20½
Shovel Operator	1.39½
Shovel Operator Helper	1.26½
Storeroom Man	1.30½
Switchboard Operator	1.39½
Truck Driver	1.30½
(Packhouse Bag Sorter	Piecework
(Packhouse Bag Tier	Piecework
(Packhouse Laborer	1.18½
(Packhouse Packer	Piecework
(Pumpman	1.36½
(Sewer	Piecework

(Note: Above 6 (excluding Packhouse laborer) will receive 1.34½ for all other work besides their regular duties.)

CHROMATE (5¢ differential included)

Carpenters, Electricians, Ironworkers, Millwrights, Pipefitters:

1st Class	1.57½
2nd Class	1.50½
3rd Class	1.43½
Helper, Starting rate	1.29½
Helper, After 6 months	1.36½
Boiler Fireman **	1.58½
Bridge Crane Operator	1.55½
Filter Operator	1.45½
Handyman - General	1.27½
Handyman - Storeroom	1.27½
Handyman - Maintenance	1.27½
Hydrate Helper	1.38½
Hydrate Operator	1.46½
Ironworker 1st Class - Painter-Rigger Leader	1.65½
Janitor	1.23½
K. D. Cake Shoveler	1.23½
2-Kiln Helper	1.37½
3-Kiln Helper	1.44½
2-Kiln Operator	1.48½
3-Kiln Operator	1.58½
Laborer	1.18½
Liquor Operator	1.52½

Locomotive Crane Operator	1.57½
Locomotive Crane Fireman	1.38½
Machinist Repairman	1.57½
Mud Crane Operator **	1.34½
Mud Hopper Operator	1.29½
Oiler	1.40½
Ore Hoist Operator	1.48½
Ore Mill Operator	1.44½
Potash Operator	Piecework
Potash Bldg. Operator's Hlpr.	Piecework
Raw Mix Operator	1.44½
Reliefman A	1.55½
Reliefman B	1.58½
Reliefman C	1.48½
Reliefman D	1.46½
Reliefman F	1.57½
Reliefman G	1.48½
Reliefman H (4 days PW, 1 day -- 1.27½)	
Reliefman I	Piecework
Reliefman J (3 days PW, 2 days - 1.18½)	
Roast Cleaner	1.31½
Shipper	Piecework
Soda Ash & Lime Unloader (Day rate - 1.26½)	Piecework
Soda Wringer	Piecework
Storeroom Clerk	1.42½
Sulphate Loader Operator	1.31½
Sulphate Loader Oper. Helper	1.27½
Sulphate Wringer	Piecework
Welders (Elec. or Acet.)	
1st Class	1.57½
2nd "	1.50½
3rd "	1.43½
Cadet (Starting Rate)	1.18½
After 3 months	1.23½
" 6 "	1.28½
" 9 "	1.33½
" 12 "	1.37½
" 15 "	1.41½
" 18 " (3rd Class)	1.43½

** Note: Boiler Fireman and Mud Crane Operator will receive 8¢ an hour in addition to regular rate when coke boilers are being operated at the Chromate.

COKE PLANT

Agitator Man	1.38½
Ammonia Still Man	1.36½
Benzol Operator	1.47
Benzol Still Man	1.38½
By-Product Operator	1.50½
Chemist (Assistant)	1.37½
Coal Handling Mixerman	1.36½
Coal Handling Operator	1.44½
" " " as Leader, 1.52½	
Coal Handling Reliefman	1.44½
Coal Handling Unloader	1.34
Door Machine Helper	1.42½
Door Machine Operator	1.48½
Exhaust Engineer	1.50½
Heater	1.54½
Heater Helper	1.38½
Laborer	1.18½
Larry Car Helper	1.37½
Larry Car Man	1.42½
Mud Mill Man	1.24½
Oiler	1.38½
Painter	1.39½
Patcherman	1.45½
Patcherman Helper	1.28½
Pusherman	1.49½
Quench Car Operator	1.39½
#1 Relief Engineer (Engine Room, Pump House, Caustic & Coke Plant)	1.54½
#1 Reliefman	1.54½
#2 Reliefman	1.49½
#3 Reliefman	1.42½
#4 Reliefman	1.44
Screen Loader	1.40½
Screenman	1.44
Sponge Picker	1.30½
Switchman	1.35½
Wharfman	1.30½
Trackman	1.42½

COMMISSARY KITCHEN

Commissary Aid	1.13½
Cook	1.33½
Cook's Helper	1.18½

ELECTRICIANS

Bridge Crane Electrician	1.51½
Caustic Electrician	1.46½
Department "L" Electrician	1.55
Department "L" Switchboard	1.41
#1 Reliefman	1.58
Power Switchboard	1.58
Shift Electricians - 1st Class	1.52½
2nd Class	1.45½
3rd Class	1.38½
Stone Dock Electrician	1.51½
Winder - 1st Class	1.52½
Winder - 2nd Class	1.45½

ENGINE ROOM (And Pump House)

Assistant Engineer	1.47½
Oiler	1.39½
Operating Engineer	1.54½
Pumphouse Oiler	1.36
#1 Relief Engineer (Engine Room, Pump House, Caustic & Coke Plant)	1.54½
Relief Oiler	1.42½

DEPARTMENT K.

Baking Soda

Centrifuge Helper	1.36½
Centrifuge Operator	1.38
Laborer (Shift)	1.25½
Mill Man	1.38½
Reliefman	1.44½
Sweeper	1.22½
Tower Man	1.44½

Diamond Crystals

Evaporator Operator	1.38
Liquor Make-Up Man	1.38½
Oiler	1.35½
Reliefman	1.40½

Washing Soda

Loader & Packer	Piecework
Materials Handler	1.31½
Product Operator	1.41½
Product Operator Helper	1.36½
Sweeper	1.22½

DEPARTMENT L. (Chlorine)

Brine Purification Operator	1.35½
Carbon Tet. 1st Operator	1.48½
Carbon Tet. 2nd Operator	1.44½
Carbon Tet. 3rd Operator	1.40½
Carbon Tet. Reliefman	1.48½
Caustic Purification Operator	1.44½
Cell Repairman 1st Class	1.38½
Cell Repairman 2nd Class	1.30½
Cell Repairman Helper	1.23½
Cellroom Operator	1.48½
Chlorine Reliefman	1.49
Clerk	1.18½
Chloro-wax Chlorinator Operator	1.43½
Chloro-wax Grinder Operator	1.40½
Chloro-wax Helper	1.30½
Evaporator Reliefman	1.48½
Evaporator Operator	1.48½
Evaporator Utility Man	1.39½
Handyman	1.22½
Lab Man	1.33½
Liquor Man	1.48½
Pumpman	1.41
Salt Wheel Operator	1.37½
Scaleman 1st Class	1.33½
Scaleman 2nd Class	1.28½
Shipping Labor 1st Class	1.23½
Shipping Labor 2nd Class	1.18½
Special Shipping Laborer	1.28½
Sulphur Belt Operator	1.36½
Tank Car Loader	1.36½
Valve Tester 1st Class	1.33½
Valve Tester 2nd Class	1.28½
Valve Tester Helper	1.23½
Wetting Agent 1st Operator	1.48½
Wetting Agent 2nd Operator	1.43
Wetting Agent Helper	1.30½

LIME KILNS

Crane Oiler	1.38½
Crane Operator	1.57½
Elevator Man	1.39
Kiln Oiler	1.32½
Kiln Operator	1.42½
Laborer	1.21½
Larry Car Operator	1.44
Lime Man	1.43
Millman	1.39
Oiler--Clean-Up Man	1.30½
Oiler--Clean-Up Leader	1.46½
Relief Crane Oiler & Clean-Up Man	1.38½
#1 Reliefman	1.57½
#2 Reliefman	1.43
Slakerman	1.39

MACHINE SHOP

Clerk	1.18½
Helper, Starting rate	1.24½
Helper, After 5 months	1.29½
Helper, After 10 months	1.34½
Cadet Machinist	1.38½
Machinist 1st Class	1.59½
Machinist 2nd Class	1.52½
Machinist 3rd Class	1.42½
Master Machinist	1.67½
Toolmaker	1.67½
Utility Man	1.39½

MASONS

1st Class	1.64½
2nd Class	1.53½
3rd Class	1.44½
Cadet Mason	1.39½
Helper, Starting rate	1.24½
Helper, After 6 months	1.34½

MILLROOM

Ash Pit Man	1.29½
Bag Sewer 1st Class	1.36½
Bag Sewer 2nd Class	1.32½
Bicarb Feeder	1.31½
De-Sulfo Brickett Operator	1.31½
Furnace Oiler	1.38½
Granular Ash Crane Operator	1.39½
Granular Ash Furnace Man	1.46
Granular Ash Leader	1.54½
Granular Ash Loader	1.38½
Granular Ash Mill Man	1.39½
Granular Ash Mixer Man	1.42½
Granular Ash #1 Reliefman	1.54½
Granular Ash #2 Reliefman	1.38½
Granular Ash Screenman	1.39½
Light Ash Furnace Man	1.46
Light Ash Head Feeder	1.46
Light Ash Liquor Tank Operator	1.38½
Loaders (Package - Loader & Packer	P.W.
(Silo Loader	P.W.

Light Ash #1 Reliefman	1.46
Light Ash #2 Reliefman	1.40½
Light Ash Screenman	1.40½
Light Ash Silo Man	1.38½
Laborer (Departmental)	1.18½
Oiler	1.37½
Oiler "Top"	1.37½
Relief Bicarb Feeder	1.31½
Shipper Helper	1.34½

MILLWRIGHTS (Shift)

1st Class	1.52½
2nd Class	1.45½

PIPE SHOP

Insulation Man	1.52½
Insulation Helper, Starting rate	1.30½
Insulation Helper, After 6 months	1.36½
Machine Man A	1.48½
Machine Man B	1.38½

POWER

Boiler Cleaner 1st Class	1.32½
Boiler Cleaner 2nd Class	1.27½
Boiler Oper.Low Pressure in charge	1.46
Boiler Operator - High Pressure	1.58
Coal & Ash Man	1.35½
Filter Plant Operator	1.43½
Filter Plant Operator (Assistant)	1.36
Fireman - High Pressure	1.53
Fireman - Low Pressure (Exp.)	1.35½
Fireman - Low Pressure (Inexp.)	1.30½
Operating Engineer	1.63
Operator Helper	1.34½
Pumpman	1.42½
#1 Reliefman	1.63
#2 Reliefman	1.46
#3 Reliefman	1.38½
#4 Reliefman	1.35½
Boiler Operator - Low Pressure not in charge	1.38

Boiler Shutdown Labor:

1st Time	1.08½
2nd Time	1.13½
Thereafter	1.18½

PROCESS

Absorber Operator	1.47½
Assistant Tower Man	1.47
Brine Plant Operator	1.52½
Brine Plant Painter	1.32½
C. C. Operator	1.41
Cleaners	
1st month	1.25½
2nd month	1.31½
3rd month	1.37½
4th month	1.43½
2nd Class	1.48½
1st Class	1.52½
Drawing Tower Operator	1.54½
Handyman	1.22½
Kelly Filter Operator	1.33½
Painter Helper - as classified	
Prelimer Rod Man	1.31½
Process Painter - as classified	
#1 Reliefman	1.55½
#2 Reliefman	1.47½
Still Man	1.54½
Sweeper	1.22½
Tower Pump Operator	1.46
Tractor Operator	1.32½
Vacuum Wheel Reliefman	1.38½
Vacuum Wheel Operator	1.38½
Utility Man	1.39½

PULVERIZED COAL (See Trestle)

PUMP HOUSE (See Engine Room)

PURE CALCIUM PRODUCTS

Control Lab. Man	1.31½
Dryer Man	1.36½
Filter Leaf Repair Helper	1.32½
Filter Leaf Repairman	1.36½
Fireman	1.36½
Handyman	1.22½
Kelly Filter Helper	1.34½
Kelly Filter Operator	1.36½
Liquor Man (2 Reactors)	1.46½
Liquor Man Helper	1.40½
Liquor Man Helper (Temporary)	1.34½
Loader-Packer	Piecework
Millman	1.36½
Millman Helper	1.34½
Oiler--Clean-Up Man	1.30½
#1 Reliefman	1.43½
#4 Reliefman	1.34½
Repairmen as classified	
Shipping Helper	1.34½
Utility Man	1.39½
Wheel Floor Helper	1.38½
Wheel Floor Operator	1.43½

STONE DOCK

Brakeman	1.31½
Crane Operator	1.57½
Locomotive Operator	1.46½
#1 Reliefman	1.57½
#2 Reliefman	1.48½
#3 Reliefman	1.46½
Car Repairman	1.28½
Screen Operator	1.48½
Stone Dock Electrician	1.51½

STOREROOM

Car Checker	1.34½
Checker and Window Man	1.36½

Clerk (Receiving)	1.49½
Clerks (Other)	1.42½
Inventory Man	1.26½
Laborer	1.18½
Oil House Clerk	1.42½
Sweeper	1.22½
Truck Operator	1.30½
Toolroom	
Blacksmith	1.38½
Laborer	1.18½
Repairman	1.38½
Windowman	1.34½
Salvage	
Burner	1.18½
Laborer	1.13½

TRESTLE AND PULVERIZED COAL	
Car-haul Opr. & Dept. Laborer	1.22½
Crane Oiler	1.42½
Crane Operator	1.57½
Operator	1.54½
Pumper	1.42
Pumper (Assistant)	1.32½
#1 Reliefman	1.54½
#2 Relief Pumper	1.42
Relief Car-haul Opr.& Dept.Labor	1.22½
Relief Oiler & Trestleman	1.42½
Trestleman	1.34
Relief Operator	1.57½

WELDERS	
1st Class	1.52½
2nd Class	1.45½
3rd Class	1.38½
Cadet Starting rate	1.13½
After 3 months	1.18½
" 6 "	1.23½
" 9 "	1.28½
" 12 "	1.32½
" 15 "	1.36½
" 18 " (3rd Class)	1.38½
Combination Welder	1.60½

WELLS	
Driller	1.52½
Laborer	1.13½
Repairmen as classified	
Tooldresser	
Cadet Starting Rate	1.24½
After 7 months	1.31½
After 14 months	1.36½
After 20 months (job rate)	1.41½
Well Tester	1.39½
Relief Tester--Repairman	1.40½
Truck Driver--Repairman	1.40½

WORKS LAB	
Car Sampler	1.31½
Caustic Sample Man	1.13½
Caustic Tester	1.31½
Millroom Tester	1.23½
Process Sample Man	1.18½
Process Tester	1.31½
Reliefman (General)	1.31½
#4 Reliefman	1.31½

YARD	
Bulldozer Roustabout Operator	1.47½
Cement Finisher 1st Class	1.40½
Cement Finisher 2nd Class	1.34½
Crane Oiler - Fireman	1.33½
Crane Operator	1.52½
Fire Inspector	1.45½
Janitress	1.04½
Laborer	1.13½
R. R. Laborer	1.20½
R. R. Utility Man	1.39½
Relief Bulldozer Roustabout Opr. (This rate only when operating Bulldozer or Roustabout.)	1.47½
Relief Truck Operator (This rate only when operating truck.)	1.30½
Special Laborer	1.26½
Tractor Operator	1.32½
Truck Operator	1.30½
Relief Fire Inspector (This rate only when relieving Fire Inspector)	1.45½

COMPANY: Confidential (Cleaning Fluid)

UNION: Oil Workers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: January 1947

WAGE REOPENING: January 1948

Rates: Men--$40 per wk.; $48 after 1 yr. Women--$34 per wk.; $45 after 1 yr.

Shift Bonus: 5¢ on 2nd, 7½¢ on 3rd shift

COMPANY: Dow Chemical Co., Styrene Plant
UNION: Oil Workers--CIO
LOCATION: Los Angeles, Calif.

SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: March 1947
WAGE REOPENING: September 1947
Shift Bonus: 4¢ on 2nd, 6¢ on 3rd shift

DEPARTMENT	CLASSIFICATION	RATE		
Production	A Operator	1.61	(2)	1.66
	B Operator	1.45	(2)	1.51
	C Operator	1.28	(2)	1.34
Maintenance & Service	A			1.60
	B			1.47
	C	1.22	(2)	1.28
	D Labor	1.12	(2)	1.17
	E Labor	1.07	(2)	1.11
Plant Protection	Sergeants			1.47
	Guards and Firemen	1.22	(2)	1.28

Crew Leader's rate to be eleven (11) cents per hour higher than highest rate in crew.

*Ten (10) cents an hour cost-of-living bonus to be added to each of the above rates in accordance with the terms of the Supplemental Agreement signed March 31, 1947.

COMPANY: Confidential (Soap)
UNION: Gas, Coke and Chemical Workers--CIO
LOCATION: Great Lakes
SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: August 1947
WAGE REOPENING: March 1948
Hiring Rate: $1.31 for men; $1.05½ for women
Shift Bonus: 4¢ on 2nd, 6¢ on 3rd shift

COMPANY: Confidential (Chemicals)
UNION: District 50, Mine Workers
LOCATION: Middle Atlantic
SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947
WAGE REOPENING: Once after March 1948; 2-yr. agmt.
Hiring Rate: $1.07; $1.13 after 1 mo.; $1.19 after 2 mos.
Shift Bonus: 11¢ on 2nd, 17¢ on 3rd shift

COMPANY: Confidential

UNION: District 50, Mine Workers

LOCATION: South Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: January 1947

WAGE REOPENING: At any time

Shift Bonus: 7½¢ on regular shift work between 4 p.m. and 8 a.m.

JOB CLASSIFICATIONS	HOURLY RATE
First-Class Tradesman	$1.935
Second-Class Tradesman	1.775
Third-Class Tradesman	1.61
First-Class Trade Helper	1.435
*Second-Class Trade Helper	1.26
Laborer	1.12
First-Class Operator	1.865
Second-Class Operator	1.715
Third-Class Operator	1.56
First-Class Operator Helper	1.435
*Second-Class Operator Helper	1.26
Locomotive Engineer	1.865
Railroad Conductor	1.865
First-Class Brakeman	1.715
Second-Class Brakeman	1.56
First-Class Truck Driver	1.56
Second-Class Truck Driver	1.435
Transitman	1.865
Levelman	1.715
First-Class Rodman	1.435
Second-Class Rodman	1.26
Bulldozer and Tractor Operator, First-Class	1.775
Bulldozer and Tractor Operator, Second-Class	1.61
Air Tool Operators	1.26
Incinerator and Burning Pit Operator "A"	1.435
*Incinerator and Burning Pit Operator "B"	1.26
Salvage Yard Operator	1.865
Storeroom Operator "A'	1.715
Storeroom Operator "B"	1.56
Storeroom Operator "C"	1.435
Storeroom Operator "D"	1.26
Field Shipping Clerk	$1.56
First Chauffeur	1.75
Second Chauffeur	1.58
Janitor	1.12
Janitor Leader	1.175
Class A Trade Apprentice (Beginners)	1.26
Class B Trade Apprentice (After Six Months)	1.315
Class C Trade Apprentice (After 12 Months)	1.375
Class D Trade Apprentice (After 18 Months)	1.435
Class E Trade Apprentice (After 24 Months)	1.495
Class F Trade Apprentice (After 30 Months)	1.555
Class G Trade Apprentice (After 36 Months)	1.615
Class H Trade Apprentice (After 42 Months)	1.675

*An employe in this classification will be advanced to the First-Class Helper rate at the end of thirty (30) calendar days providing his job performance is satisfactory.

Rate increases within the Tradesman classifications will be made on the basis of the employe's seniority, ability, skill and aptitude in the particular trade. It is agreed that normally three (3) to four (4) years experience in a trade at the Plant will be needed to obtain the trade knowledge and skill required to be classified as a First-Class Tradesman in that trade. Furthermore, the performance of Second and Third-Class Tradesmen will be reviewed prior to granting any increase to an employe in such rate classifications who has less Work Group Seniority than other employes so classified, except that it will not be necessary to review an employe's record with him more frequently than once each three (3) months.

COMPANY: Confidential (Fertilizer)

UNION: District 50, Mine Workers

LOCATION: Great Lakes

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: Sept. 1947 and Jan. 1948

FERTILIZER DEPARTMENT

Millwright-Electrician	1.05
Skilled Laborer and Millwright Helper	.97½
Semi-Skilled	.95
Starting Rate	.90

ACID DEPARTMENT

Millwright	1.02
Asst. Millwright	.92
Chamberman	1.07
Chamberman Helper	.92
Lead Burner	1.27
Lead Burner Helper	.92
Common Labor	.89½
Carpenter B	1.12

SKILLED LABOR*

1. Operating Rock Mill	.975 per hour
2. Acidulating Acid Phosphate	.975 per hour
3. Excavating Acid Phosphate	.975 per hour
4. Operating Loaders and/or Power Shovels	.975 per hour

* This rate is to be paid only when the employee is actually engaged in the performance of the operations set forth above.

SEMI-SKILLED LABOR .95 per hr.

This rate is to be paid these employees who, because of their experience and/or ability are able to perform jobs other than ordinary labor; but who are unable to qualify for those jobs listed under skilled labor

FERTILIZER FACTORY LABOR .90 per hour

COMPANY: Confidential (Fertilizer)

UNION: District 50, Mine Workers

LOCATION: Great Lakes

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 6¢ for night work

Section A.	Skilled Employees	
	Tractor Mechanics	$1.15
	Millwrights	1.15
	Mechanics	1.15
	Sewer - Repairmen	1.09
Section B.	Semi-Skilled Employees	
	Baggers - Sewer	$1.03
	Loaders	1.03
	Tractor Operators	1.03
	Scale Man	1.03
	Mixer	1.03
	Powder Man	1.03
	Belt Man	1.03
Section C.	Laborers and Janitor	$ .96

COMPANY: Confidential

UNION: Office Employees--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Job Class	Rate Range Minimum	Maximum
1	$111.80	$131.80
2	131.80	156.80
3	151.80	176.80
4	171.80	201.80
5	191.80	226.80
6	211.80	251.80
7	231.80	276.80
8	251.80	296.80

COMPANY: Confidential (Dyes)

UNION: Independent Employees Union

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: Adjustments upon 5-point change in BLS Consumers' Price index

Shift Bonus: 8¢ on shift work

GROUP I

Skein Winders - Unskilled

Starting	$31.25
After 3 months service	35.00
After 6 months total service	no change
After 1 year " "	37.50

GROUP II

Clerks & Laboratory Employees - Unskilled

Starting	31.25
After 3 months service	35.00
After 6 months total service	38.50
After 1 year " "	41.75
After 2 years " "	44.50
After 3 years " "	47.50
After 4 years " "	50.25

GROUP III

Clerical - Semi-Skilled

Starting	34.50
After 3 months service	37.50
After 6 months total service	41.00
After 1 year " "	44.50
After 2 years " "	47.50
After 3 years " "	50.25
After 4 years " "	53.00

MANUFACTURING DEPARTMENTS

HOURLY WAGE RATES (S = Shift Rate)	Day Rate	Shift Rate
Laborer - Hiring Rate - (1st 3 months - Probationary Period)	1.23	S 1.31
Laborer - (Regular Rate)		
4th Class Operator	1.31	S 1.39
3rd Class Operator	1.39	S 1.47
2nd Class Operator	1.47	S 1.55
1st Class Operator	1.56	S 1.64
	1.67	S 1.75

GENERAL DEPARTMENTS

Warehouse and Yard

Laborer (Regular Rate)	1.3[illegible]
Checker and Stenciller B	1.39
Sampler B	1.39
Checker A	1.47
Sampler A	1.47
Gang Leader B	1.47
Gang Leader A	1.56
Chief Sampler (Acid & Alkalies)	1.56
Chief Checker	1.67
Warehouse Leader	1.67
Expediter	1.67

Cooper - Tradesmen

Starting Rate	1.45
4th Class	1.53
3rd Class	1.59

2nd Class		1.67
1st Class		1.75
Leader		1.84

Laboratories

Dishwasher (Hiring Rate)		1.23
Dishwasher (Regular)		1.31
Night Attendant B	S	1.47
Night Attendant A	S	1.55

Welfare

Janitor (Hiring Rate)		1.23
Janitor (Regular)		1.31
Janitor (Hiring Rate)	S	1.31
Janitor (Regular)	S	1.39

Plant Protection

Guard (Hiring Rate)	S	1.31
Guide		1.31
Guard (Regular)	S	1.39
Sergeant		1.44
Sergeant	S	1.52

Garage

Auto Washer	1.31
Auto Maintenance Man	1.39
Garage Mechanic (Start. Rate)	1.45
Garage Mechanic 3rd Class	1.53
Garage Mechanic 2nd Class	1.59
Garage Mechanic 1st Class	1.67

Truck Drivers

(Starting Rate)	1.53
3rd Class	1.59
2nd Class	1.75
1st Class	1.87

Cooper - Trainees

Requisite 6 - 9 months as laborer

1st Period	1.39
2nd Period	1.45
3rd Period	1.50
4th Period	1.56
5th Period	1.62

(Eligible to become Cooper 2nd Class - 1.67

(Thereafter, promotions on an individual merit basis only.)

ENGINEERING DEPARTMENT

C&R Section

HOURLY WAGE RATES

OCCUPATIONS	TRADESMEN - DAY RATES					HELPERS DAY RATES		
	Ldr.	1st Cl.	2nd Cl.	3rd Cl.	Start Rate	1st Cl.	2nd Cl.	Start. Rate
Blacksmith		1.94	1.84	1.75	1.67	1.45	1.39	1.31
Electrician		1.94	1.84	1.75	1.67	1.45	1.39	1.31
Iron Worker/Boilermaker		1.94	1.84	1.75	1.67	1.45	1.39	1.31
Machinist - (Bench, Shop, Field, Oiler)		1.94	1.84	1.75	1.67	1.45	1.39	1.31
Department Mechanic		1.94	1.84	1.75	1.67	1.45	1.39	1.31
V&I Mechanic		1.94	1.84	1.75	1.67	1.45	1.39	1.31
Sheet Metal Worker		1.94	1.84	1.75	1.67	1.45	1.39	1.31
Welder		1.94	1.84	1.75	1.67	1.45	1.39	1.31
Pipefitter		1.94	1.84	1.75	1.67	1.45	1.39	1.31
Licensed Plumber		2.03	--	--	--	--	--	--
Carpenter	2.03	1.94	1.84	1.75	1.67	1.45	1.39	1.31
Painter	1.75	1.67	1.59	1.53	1.45			
Rigger	1.75	1.67	1.59	1.53	1.45			
Machine Hand		1.67	1.59	1.53	1.45			
Sandblaster		1.67	1.59	1.53	1.45			
Leadburner	Excepted From Membership in G.A.E.O.					1.45	1.39	1.31
Mason						1.45	1.39	1.31

MISCELLANEOUS - DAY RATES

Sign Painter		1.75	1.67	1.59	1.53
Storeroom Helper		1.45	1.39		1.31
Laborer	1.45	1.31			1.23
Caterpillar Crane Operator		1.94	1.84		
Caterpillar Tractor Operator		1.75	1.67		
Filter Cloth Cutter		1.53			
Air Hammer Operator		1.39			
Yard Pump Operator		1.39			

POWER SECTION

SHIFT RATES Include 8¢ per hour

Refrigeration Engineer		1.92	1.83		1.75
Turbine Operator		1.88	1.83		1.75
Boiler Operator		1.83			1.75
Engine Room Attendant		1.75	1.67		1.61
H - 2 Plant Attendant		1.61	1.50		1.45
Salt Water Pumping Station Attendant		1.50			1.45

DAY RATES

Coal Handler		1.42			1.37
Laborer		1.31			1.23

TRADE APPRENTICES

Period	Rate
1st	.99
2nd	1.06
3rd	1.13
4th	1.21
5th	1.27
6th	1.37
7th	1.42
8th	1.53
9th	1.59
10th	1.67

COMPANY: Confidential (Carbon Products)
UNION: District 50, Mine Workers

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: 25-100,000
EFFECTIVE DATE: July 1947
WAGE REOPENING: February 1948
Shift Bonus: 5¢ on night shifts

	Minimum	Maximum
EXTRUSION DEPARTMENT:		
Press Operator	$1.22	$1.30
Asst. Press Operator	1.16	1.21
Mill Operator	1.23	1.34
Asst. Mill Operator	1.16	1.21
Mixer Operator	1.17	1.23
Weighman	1.21	1.28
Asst. Weighman	1.15	1.17
Tableman	1.15	1.15
Pitchman	1.16	1.16
Tractor Operator	1.15	1.17
Scrap Breaker	1.16	1.16
Imp Millman	1.20	1.26
Piler	1.16	1.16
Laborer (see rate listed below)	-	-
BAKING DEPARTMENT:		
Furnace Operator	$1.23	$1.36
Crane Operator	1.19	1.25
Shift Crane Operator	1.15	1.17

Producer & Boiler Operator	1.21	1.28
Boiler Operator	1.15	1.19
Producer Operator	1.16	1.20
Packer	1.20	1.26
Asst. Packer	1.16	1.20
Unpacker	1.17	1.23
Sand Screener	1.14	1.14
Laborer (see rate listed below)	-	-
CALCINING DEPARTMENT:		
Calcine Operator	$1.22	$1.33
Calcine Operator Helper	1.16	1.20
Control Operator	1.17	1.23
Crane Operator	1.20	1.27
Laborer (see rate listed below)	-	-
GRAPHITIZING DEPARTMENT:	Minimum	Maximum
Packer	$1.17	$1.23
Asst. Packer	1.15	1.19
Cooler	1.16	1.21
Crane Operator	1.19	1.25
Screener & Blender	1.14	1.14
Laborer (see rate listed below)	-	-
FINISHING DEPARTMENT:		
Lathe Operator (A)	$1.22	$1.32
Lathe Operator (B)	1.20	1.26
Tool Grinder	1.19	1.24
Nipple Finisher	1.17	1.23
Turn Down Lathe Operator	1.16	1.21
Diamond Saw Operator	1.22	1.32
Stockpusher	1.14	1.14
Laborer (see rate listed below)	-	-
SHIPPING & STORAGE DEPARTMENT:		
Car Loader	$1.16	$1.21
Crane Operator	1.19	1.25
Piler (Finished Stock)	1.15	1.19
Pitch Impregnator-Joint Compound Oper.	1.20	1.27
Stockkeeper	1.17	1.23
Weighman and Stenciler	1.14	1.14
Laborer (see rate listed below)	-	-
MAINTENANCE DEPARTMENT:		
1st Class Mechanic	$1.57	$1.57
2nd Class Mechanic	1.47	1.47
3rd Class Mechanic	1.36	1.36
* Mechanic's Helper	1.16	1.26
* Oiler	1.16	1.26
Laborer (see rate listed below)	-	-
YARD DEPARTMENT:		
Tractor Operator	$1.15	$1.17
Pitchman	1.16	1.16

Equipment Operator	1.27	1.38
Asst. Equipment Operator	1.17	1.27
Laborer (see rate listed below)	-	-
INSPECTION DEPARTMENT:		
Baked Inspector	$1.19	$1.24
Graphite Inspector	1.19	1.24
Green Inspector	1.20	1.26
Finished Inspector	1.20	1.26
Shipping Inspector	1.20	1.27
SERVICE DEPARTMENT:		
Janitor (Male, same as Common Labor)	$1.09	$1.12
Janitor (Female, same as Common Labor)	1.00	1.03
COMMON LABOR - ALL DEPARTMENTS:		
Male: Start	$1.09	$ -
1 Month	-	1.12
Female: Start	1.00	-
1 Month	-	1.03

* The following rates will apply to the Mechanic's Helper and the Oiler in the Maintenance Department:

Starting rate	$1.16
After 3 Months	1.20
After 6 Months	1.23
After 9 Months	1.26 (Maximum)

The minimum rates above shown (except for Laborers, Janitors, Mechanic's Helper and Oiler) are starting rates of each classification and shall remain in effect for a period of three (3) months, after which the maximum rate shall become effective.

COMPANY: Hercules Powder Co.

UNION: District 50, Mine Workers

LOCATION: Port Ewen, N.Y.

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: February 1948

Note: 5¢ should be added to all wage rates appearing below.

POWDER LINE

Job Title	Job Code	Starting Rate	Training Time (Months)	Top Rate
Group Leader	AA			$1.41
Squad Leader	AB			1.36
Line Opr., 1st Cl.	AC	$1.19	3	1.28
Leader, Packing	AD			1.19
Line Opr., 2nd Cl.	AE			1.19
Line Opr., 3rd Cl.	AF	1.06	2	1.13
Dryhouse Fireman	AG	1.06	4	1.13
Shell Inspector, Sr.	AH	.93	2	.99
Shell Inspector, 1st Cl.	AI	.84	2	.93
Cap Packer Helper	AJ	.89	1	.93
Porter	AK	.89	1	.93
Shell Inspector, 2nd Cl.	AL	.79	1	.84

BRIDGING AND FILLING

Group Leader, Bridging	BA			1.19
Cap Setup, Leader	BB			1.15
Squad Leader	BC	1.06	2	1.13
Cap Setup, 1st Class	BD	1.06	2	1.13
Tinner	BE	.99	2	1.09
Leader	BF	.99	2	1.06
Operator, Sr.	BG	.99	2	1.06
Waterproofer Helper	BH	.96	2	1.02
Operator, 1st Class	BI	.93	1	.99
Operator, 2nd Class	BJ	.89	1	.96
Helper, 1st Class	BK	.89	1	.93

Helper, 2nd Class	BL			.89
Helper, 3rd Class	BM	.79	1	.84

COILING AND TESTING DEPARTMENT

Magazine Keeper	CA			$1.15
Squad Leader	CB	$1.06	2	1.13
Leader	CC	.99	2	1.06
Operator, 1st Class	CD	.93	1	.99
Operator, 2nd Class	CE	.89	1	.96
Helper, 1st Class	CF	.89	1	.93
Helper, 3rd Class	CG	.79	1	.84

DELAY DEPARTMENT

Group Leader	DA			1.19
Squad Leader	DB	1.06	2	1.13
Cap Setup, 1st Class	DC	1.06	2	1.13
Tinner	DD	.99	2	1.09
Leader	DE	.99	2	1.06
Operator, Sr.	DF	.99	2	1.06
Second Plug Inspector	DG	.96	2	1.02
Operator, 1st Class	DH	.93	1	.99
Operator, 2nd Class	DI	.89	1	.96
Helper, 1st Class	DJ	.89	1	.93
Helper, 2nd Class	DK			.89
Helper, 3rd Class	DL	.79	1	.84

MAINTENANCE DEPARTMENT

Leadman, Electrician	EA			1.81
Leadman, Machinist	EB			1.74
Tool & Die Maker, 1st Cl.	EC			1.61
Electrician, 1st Cl.	ED			1.61
Tool & Die Maker, 2nd Cl.	EE	1.41	12	1.54
Leadman	EF			1.47
Chef	EG	1.28	6	1.47
Welder	EH	1.23	6	1.41
Mechanic, 1st Cl.	EI	1.23	6	1.36
Boiler House Operator	EJ	1.13	6	1.28
Supplies Clerk	EK			1.28
Chef Assistant	EL	1.06	6	1.19
Truck Driver	EM	1.06	6	1.19
Mechanic Helper	EN	1.06	6	1.19
Transportation Clerk	EO			1.09
Chauffeur	EP			1.06
Oiler	EQ			1.02
Watchman	ER	.89	1	.99
Laborer, 1st Class	ES	.89	1	99
Laborer, 2nd Class	ET	.89	1	.93
Clerk	EU	.89	1	.93

EXPERIMENTAL DEPARTMENT

Experimental Asst.	FA			1.23
Operator, Senior	FB	.99	2	1.09
Operator, 1st Class	FC	.93	1	.99
Operator, 2nd Class	FD	.89	1	.96
Helper, 1st Class	FE	.89	1	.93
Helper, 2nd Class	FF			.89
Helper, 3rd Class	FG	.79	1	.84

SHELL PLANT

Tool & Die Maker, 1st Cl.	GA			1.61
Group Leader	GB			1.28
Washer-Annealer	GC	1.15	3	1.28
Tool Setter, 1st Cl.	GD	1.15	6	1.23
Floorman	GE	1.09	2	1.15
Machine Opr., Sr.	GF			1.09
Mach. Opr., 1st Cl.	GG			1.02
Machine Opr., 2nd Cl.	GH			.99
Helper, 1st Cl.	GI	.89	1	.93

WIRE DEPARTMENT

Repairman	HA	$1.13	3	$1.28
Group Leader	HB	1.13	2	1.19
Operator, Sr.	HC	.99	2	1.09
Operator, 1st Class	HD	.93	1	.99
Helper, 1st Class	HE	.89	1	.93

Piecework rates in dollars per thousand

E. B. DEPARTMENT

Wire setting	$1.14
Eyeletting	.87
Paper band	7.04
Paper holders	1.84
Hercotubes	2.16
Finish Herco Spool	1.84
Finish wrap C. C.	1.35
Gyrocoil pack	8.10

DELAY DEPARTMENT

			Code
Wire setting,	straight (52)	$1.14	A
	Y. & R. (52)	1.25	B
	straight (26)	1.62	C
	Y. & R. (26)	1.84	D

DENVER IGNITERS

Wire wrapping	$3.62
Scotch taping	2.70
Stripping	.78
Hercotube, Squibs	2.16
Hercotube, Delays	2.55
Hercotube or Kirk, T-3 Squib	2.97
Tagging	3.62
Eyeletting	.87

BLASTING CAP DEPARTMENT

Packing of ordinary caps	
No. 6 — 100	$0.179
No. 8 — 100	.241
No. 6 — 25	.241
No. 6 — 10	.405
No. 6 — XC-20 — 100	.162
No. 6 — XC-20 — 25	.222
No. 6 — XC-30 — 10	.405

COMPANY: Hercules Powder Co.

UNION: District 50, Mine Workers

LOCATION: Hopewell, Va.

SIZE OF COMMUNITY: Under 25,000

VIRGINIA CELLULOSE PLANT
CAUSTIC CHLORINE

	6 Mos. Service Rates
Liquefaction Operator	$1.29
Brine & Bleach Operator	1.20
Evaporator Operator	1.20
Cell & Tank Car Attendant	1.10
Labor Leader	1.03
Cell Room Attendant	1.03
Laborer	.88
DRY HOUSE	
Sub-Foreman	1.38
Wet End Operator	1.10
Weighman	1.10
Washer Operator	.95
Baler	.95
Weighman Helper	.95
Dryer Cleaner	.95
Utility Man	.95
General Laborer	.88
LABORATORY	
Cotton Linters Technician	1.38
Pilot Plant Operator	1.29
Lab. Operator--Solutions Preparation	1.29
Lab. Operator A	1.20
Lab. Operator B	1.10
Lab Helper	1.03
Apprentice	.95
Pilot Plant Helper	.95
Janitor	.95
LINTERS SHEETING	
Machine Tender	1.56
Back Tender No. 2	1.38
Back Tender No. 1	1.29
Layboy Operator	1.20
Layboy Helper	.95
Beater Room Helper	.95
Weighman No. 1	.88
Laborer	.88
Weighman No. 2	.88
Janitor	.88
MAINTENANCE	
1st Class Mechanic's Leaders	1.56

EFFECTIVE DATE: November 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 5¢ less than rate paid after 6 mos. service

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

	6 Mos. Service Rates
Electrician	
Maint. Mech. Caustic Chlorine	
Welder	
Sheet Metal Worker	
Mechanic, Shop	
Pipefitter	
Maint. Mech.	
Carpenter	
Crane Operator	
Insulator, Pipe	
Bulldozer Operator	
1st Class Mechanics "A"	1.47
Blacksmith	
Maint. Mech. Operations	
Pipefitter	
Electrician	
Maint. Electrician	
Welder	
Mechanic, Shop	
Sheet Metal Worker	
Carpenter	
Maint. Mech.	
Rigger	
1st Class Mechanics	1.38
Inst. Repair Man	
Rigger	
Painter	
2nd Class Mechanics	1.29
Carpenter	
Pipefitter	
Painter	
Rigger	
Mechanic, Shop	
Electrician	
Sheet Metal Worker	
Welder	
Maint. Mech.	
Inst. Repair Man	
3rd Class Mechanics	1.20
Salvage Man	
Carpenter	
Pipefitter	
Painter	
Rigger	
Mechanic, Shop	
Electrician	
Sheet Metal Worker	

	6 Mos. Service Rates
Welder	
Maint. Mech.	
Inst. Repair Man	
1st Class Mechanic's Helper	1.10
Rigger	
Carpenter	
Welder	
Maint. Mech.	
Painter	
Pipefitter	
Shop	
Sheet Metal	
Electrician	
Inst. Repair Man	
2nd Class Mechanic's Helper	1.03
Rigger	
Carpenter	
Maint. Mech.	
Welder	
Sheet Metal	
Painter	
Shop	
Pipefitter	
Electrician	
Inst. Repair Man	
Maintenance Apprentice	.95
All Trades	

POWER HOUSE

Power House Engineer	1.67
Stationary Engineer	1.56
Ass't. Shift Engineer	1.38
Fireman	1.29
Boiler Water Analyst	1.38
Coal & Ash Man	1.10
Coal Unloader	1.03
Janitor	.88
1st Class Mechanic Leader	1.56
1st Class Mechanic A	1.47
2nd Class Mechanic	1.29
3rd Class Mechanic	1.20
1st Class Mechanic Helper	1.10

PURIFICATION

Lead Operator--Cooking No. 1	1.38
Lead Operator--Cooking No. 2	1.29
Lead Operator--Bleach	1.29
Solutions Operator, No. 1	1.20
Bleach Operator, No. 2	1.20
Bleach, Operator, No. 1	1.20
Blend House Operator	1.20
Opener Operator No. 1	1.10
Solutions Operator No. 2	1.10
Wash Tub Operator	1.03
Charger	.95
Opener Operator No. 2	.95
Clean-Up Man	.95
Charger Helper	.88
Stuff Chest Operator No. 2	.88
Stuff Chest Operator No. 1	.88
Laborer	.88
Pump Man, Acid & Caustic	1.20

SHIPPING

Shift Foreman, Shipping	1.29
Storage Lift Truck Driver	1.10
Loading Lift Truck Driver	1.03
Car Loader	.95
Janitor	.88

STORAGE AND TRANSPORTATION

	6 Mos. Service Rates
Checker Weighman	1.10
Labor Leader, Track	1.03
Concrete Finisher	1.10
Checker, Hauling Crew	1.03
Labor Leader, Clean-Up	1.03
Bale Hooker	1.03
Bale Puller	.95
General Laborer	.88
Locomotive Operator	.88
Stacking Machine Operator	.88
Janitor	.88
Truck Driver--Freight	1.03
Truck Driver--Clean-Up	.95

STOREROOM

Receiving Clerk	1.29
Ass't. Receiving Clerk	1.20
Supply Clerk	1.03
Supply Clerk & Chauffeur	1.03
Record Clerk	.95
Laborer--General	.88

MISCELLANEOUS

Janitor, Office	.95

CELLULOSE PRODUCTS PLANT LABORATORY

	6 Mos. Service Rates
Chemist's Assistant	$1.38
Pilot Plant Group Leader	1.29
Control Group Leader	1.29
Lab. Solutions Operator	1.29
Lab. Operator 1st Class	1.20
Lab. Operator 2nd Class	1.10
Lab. Operator 3rd Class	1.03
Lab. Apprentice	.95

MAINTENANCE	6 Mos. Service Rates
Area Maintenance Leader	1.67
1st Class Mechanic's Leaders	1.56
Shop	
Maintenance Mechanic	
Carpenter	
Pipefitter	
Electrician	
Welder	
Sheet Metal Worker	
Crane Operator	
Pipe Insulator	
Instrument & Fire Equipment Repairman	
Bulldozer Operator	
1st Class Mechanics "A"	1.47
Shop	
Maintenance Mechanic	
Carpenter	
Pipefitter	
Electrician	
Welder	
Sheet Metal Worker	
Rigger	
Blacksmith	
Instrument & Fire Equipment Repairman	
1st Class Mechanics	1.38
Instrument & Fire Equipment Repairman	
Rigger	
Painter	
2nd Class Mechanics	1.29
Shop	
Maintenance Mechanic	
Carpenter	
Pipefitter	
Electrician	
Welder	
Sheet Metal Worker	
Rigger	
Painter	
Instrument & Fire Equipment Repairman	
3rd Class Mechanics	1.20
Shop	
Maintenance Mechanic	
Carpenter	
Pipefitter	
Electrician	
Welder	
Sheet Metal Worker	
Rigger	
Painter	
Instrument & Fire Equipment Repairman	
Salvage Man	
1st Class Mechanic's Helper	1.10
Shop	
Maintenance Mechanic	
Carpenter	
Pipefitter	
Electrician	
Welder	
Sheet Metal Worker	
Rigger	
Painter	
Instrument & Fire Equipment Repairman	
2nd Class Mechanic's Helper	1.03
Shop	
Maintenance Mechanic	
Carpenter	
Pipefitter	
Electrician	
Welder	
Sheet Metal Worker	
Rigger	
Painter	
Instrument & Fire Equipment Repairman	
Maintenance Apprentice	.95
All Trades	

ETHYL CELLULOSE	
E. C. Man	$1.38
Relief Operator No. 1	
E. C. Operator--A	1.29
Autoclave Operator	
Solution Operator--A & B Bldgs.	
Relief Operator No. 2	
C. P. Pump Man	
E. C. Operator--B	1.20
Packing & Blending Leadman	
Purification Operator No. 1	
Caustic Recovery Operator	
Solution Operator--C Bldg.	
Solvent Solution Operator	
Still House Operator	
E. C. Operator--C	1.10
Relief Operator No. 3	
Dryer Operator	
C. P. Blending Operator	
E. C. Helper--A	1.03
Purification Operator No. 2	
Packing & Blending Helper	
C. P. Spent Caustic Pumper	

	6 Mos. Service Rates
E. C. Helper--B Packer	.95
E. C. Apprentice--A	.88
HCL	
HCl Man Furnace Man	1.38
HCl Operator A Relief Man Absorber Man	1.29
HCl Operator B	1.20
HCl Operator C Salt & H_2SO_4	1.10
HCl Helper A Payloader Operator	1.03
HCl Helper B HCl Labor-Salt Cake (Detail)	.95
HCl Apprentice A	.88
ETHYL CHLORIDE	
Ethyl Chloride Man	1.38
Ethyl Chloride Operator A Relief Man	1.29
Ethyl Chloride Operator B Convertor Man	1.20
Ethyl Chloride Operator C Still House Operator	1.10
Ethyl Chloride Helper A	1.03
Ethyl Chloride Helper B	.95
Ethyl Chloride Apprentice A	.88
CMC	
CMC Operator A Reactor Operator Packing Lead Man	1.29
CMC Operator B Pumpman Relief Operator No. 1 Still House Operator	1.20
CMC Operator C Dryer Operator Packing Operator Reactor Helper	1.10
CMC Helper A Packing Helper No. 1	1.03
CMC Helper B Helper No. 2	.95
CMC Apprentice A	.88
MISCELLANEOUS	
Warehouse Operator	1.10
Warehouse Clerk	1.03
Warehouse Man	.95
Special Labor	1.03
Truck Driver--Freight	1.03
Truck Driver--Clean-up	.95
Cement Finisher	1.10
Janitor Office	.95
General Labor	.88
Construction Clerk A	1.20
Construction Clerk B	1.10
Construction Clerk C	1.03

COMPANY: Confidential (Chemicals and Fertilizer)
UNION: District 50, Mine Workers

LOCATION: South Atlantic
SIZE OF COMMUNITY: 25-100,000
EFFECTIVE DATE: June 1947
WAGE REOPENING: June 1948

Hiring Rate: 70¢; 75¢ after 3 mos.

Job Classification		Rate
Laborer	(hiring rate)	70¢
Laborer	(after 90 days employment)	75¢
Bag Stacker		80¢
Bag Sewer		80¢
Bag Drawer		80¢
Mixer		80¢
Weigher		80¢
Bin Man		80¢
Car Operator		80¢
Tractor Operator		80¢
Miller		85¢
Chamberman		85¢
Wet Mixer		85¢
Bag Printer		85¢
Bag Printer's Helper		80¢
Repairman		95¢
Assistant Repairman		85¢

COMPANY: Confidential

UNION: Chemical Workers--AFL

LOCATION: Pacific

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: $1.28

Shift Bonus: 5¢ on 2nd, 8¢ on 3rd shift

Common Labor or starting wage-for 60 days	1.28
Laborer A	1.33
Watchmen	1.33
Watchman Chief	1.56
Locomotive Operator	1.46
Switchman	1.46
Process Helper	1.37
Process Man B	1.46
Process Man A	1.51½
Pipefitter	1.74½
Machinist	1.74½
Maintenance Man A	1.63
Maintenance Man B	1.57
Maintenance Man C	1.51½
Maintenance Helper	1.46
Drum Maker	1.54
Cell Attendant	1.63
Cell Attendant Helper	1.51½
Cell Repair Lead Man	1.57
Cell Repair A	1.51½
Cell Repair B	1.46
Cell Repair Helper	1.37
Brine Man	1.51½
Acid Man	1.57

COMPANY: Monsanto Chemical Co.

UNION: Chemical Workers--AFL

LOCATION: Norfolk, Va.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: non-skilled, 75¢ with 2½¢ raises after 1st and 2nd month; semi-skilled, 80¢ with 2½¢ raises after 1st and 2nd month

Shift Bonus: 6¢ on afternoon, 10¢ on midnight shift

PRODUCTION DEPARTMENTS

	Max. Rate
Department 1	
Chief Operator (1 and A1)	1.32½
Extraction Operator	1.25
Extraction Helper	1.05
Roller	.95
Department A-1	
Chief Operator (1 and A1)	1.32½
Refining Operator	1.20
Packer	1.00
Department 2	
Chief Operator	1.32½
Filter Operator	1.25
Evaporator Operator	1.25
Spare Operator	1.25
End Liquor Operator	1.20
Mixing Plant Operator	1.10
Operator's Helper	1.05
Lime Slacker	1.05
Bag Man and Packer	1.05
General Helper	.95
Roller	.95
Department A-2	
Dryer Operator	1.10
A-2 Helper	.95
Marsh Crew Leader	1.05
Marsh Crew	.90
Warehouse	
Warehouse Crew Leader	1.05
Warehouse Crew	.90
Miscellaneous Laborers	
Laborers (All Depts.)	.90

MECHANICAL DEPARTMENT

	Max. Rate
Mechanic	
Pipefitter	1.42½
Machinist	1.42½
Sheet Metal Worker	1.42½
Welder	1.42½
Carpenter	1.42½
Electrician	1.42½
Painter	1.42½
Maintenance Mechanic	1.42½
Structural Steel Worker	1.40
Handyman	1.22½
Utility Man	1.10
Mechanic's Helper	1.05
Oiler	1.05
Utility Laborer	.90

SERVICE DEPARTMENTS

Fireman	1.15
Fireman's Helper	1.00
Custodian —First-Aid Man	1.10
Porter	.95
Yardman	.95
Utility Laborer	.90
Storeroom Counterman	1.05
Guards	1.07½

COMPANY: Monsanto Chemical Co.

UNION: Gas, Coke and Chemical Workers--CIO

LOCATION: Trenton; Mich.

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 7¢ on 2nd, 14¢ on 3rd shift

Maximum Rate for Each Classification

MECHANICAL DEPARTMENT

Instrument Man	1.77
Millwright — First Class	1.70
Pipefitter — First Class	1.70
Electrician — First Class	1.70
Welder — First Class	1.70
Machinist — First Class	1.70
Carpenter — First Class	1.65
Blacksmith — First Class	1.65
Painter — First Class	1.60
Insulator — First Class	1.60
Millwright — Second Class	1.55
Pipefitter — Second Class	1.55
Electrician — Second Class	1.55
Welder — Second Class	1.55
Machinist — Second Class	1.55
Carpenter — Second Class	1.50
Oiler — First Class	1.50
Truck Driver	1.48
Painter — Second Class	1.45
Insulator — Second Class	1.45
General Utility Man	1.45
Oiler — Second Class	1.40
Millwright Helper	1.40
Pipefitter Helper	1.40
Electrician Helper	1.40
Welder Helper	1.40
Machinist Helper	1.40
Carpenter Helper	1.40
Painter Helper	1.40

Maximum Rate for Each Classification

OPERATING DEPARTMENT

Department No. 1 Operator	1.65
Department No. 2 Operator	1.60
Department No. 12 Operator	1.60
Department No. 3 Cryst. Operator	1.60
Department No. 11 Operator	1.60
Department No. 1-A Operator	1.58
Department No. 9 Operator	1.55
Department No. 3 Dryer Operator	1.55
Department No. 6 and 7 Operator	1.55
Department No. 13 Operator	1.55
Raw Material Unloader	1.55
Purification Operator	1.50
Department No. 10 Operator	1.45
Department No. 2 Helper	1.40
Department No. 6 and 7 Helper	1.40
Utility Helper	1.40

SERVICE DEPARTMENT

Plant Guard	1.48
General Storeroom Clerk	1.40
Janitor — Male	1.28
Cafeteria Helper — Female	1.25

SHIPPING DEPARTMENT

Acid Shipping Order Man	1.55
General Order Man	1.50
L. C. L. Order Man	1.50
Warehouse Truck Driver	1.45
Shipper and Packer	1.42

GENERAL LABOR DEPARTMENT

Tractor Driver	1.45
Labor	1.30

COMPANY: Confidential

UNION: District 50, Mine Workers

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: June 1948

Hiring Rates: 5¢ less than classification rates

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

	Rate for Shift Work	Rate for Day Work
Special Classifications		
HF Acid Lead Man	$1.35	
Soap Maker	1.30	
HF Pump Man		$1.30
First Operator		
Tower Operator	1.30	
Crystallizer Operator	1.30	
Erustosol Solution Man		1.25
HF Drum Filler		1.25
Second Operator		
HF Still Man	1.25	
HF Drum Filler Helper		1.20
Ball Mill Men	1.25	
Dryer Men	1.25	
DDT Dust Base Men	1.20	

	Rate for Shift Work	Rate for Day Work
Soap and Cleaner Solution Men	1.20	
Third Operator		
HF Spar Men	1.20	
Residue Men	1.20	
Packers		1.15
Packers—Day Mixer Men	1.15	
Process Labor		
Erusticator Helper		1.10
Process Labor	1.15	
Maintenance		
Special Skills		1.40
Mechanic "A"		1.35
Mechanic "B"		1.25
Mechanic Helper		1.15
Services		
Truck and Tractor Drivers		1.30
Local Truck Drivers		1.20
Platform Man		1.20
Firemen	1.25	
Compressor Men	1.20	
Storeroom Helper		1.15
Shipping Labor		1.15
Storeroom Labor		1.05
Small Packaging		1.00
Small Packaging Helpers		.95
Yard Department		
Guards	1.20	
Semi Skilled Labor		1.10
Common Labor		1.05
Rubber and Plastics Workers		
Lead Rubber Worker		1.40
Rubber Worker		1.20
Rubber Helpers		1.15

COMPANY: Reilly Tar & Chemical Corp.
UNION: Gas, Coke and Chemical Workers--CIO
LOCATION: Chicago, Ill.
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: December 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 7¢ on 2nd and 3rd shifts

		Per Hour
Still Operator	$1.18½-$1.36	"
Boiler Room engineer	1.23½- 1.36	"
Firemen	1.03½- 1.16	"
Maintenance Men	1.11- 1.31	"
Pumpmen	1.08½- 1.21	"
Chemical Operation	1.03½- 1.18½	"
Warehouse Labor	1.03½- 1.11	"
Roofing Material Operators	1.03½- 1.16	"
Plant Laborers	1.03½- 1.11	"
Coopers	1.11- 1.28½	"
Coke Still Cleaners	$11.50 piece rate per still	

COMPANY: Ohio-Apex, Inc.

UNION: District 50, Mine Workers

LOCATION: Nitro, W.Va.
SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: March 1947
WAGE REOPENING: March 1948

Hiring Rate: 85¢

Main Plant Operations

Classification	Wage Scale
Group I-O	1.39—1.44
Group II-O	1.29—1.34
Group III-O	1.19—1.24
Operating Helpers	1.09—1.14

Aluminum Chloride Operation

Classification	Wage Scale
Group I-C	1.39—1.44
Group II-C	1.29—1.34
Group III-C	1.19—1.24
Chloride Operating Helpers	1.09—1.14

Mechanical Department

Classification	Wage Scale
Group I-M	1.54—1.64
Group II-M	1.49—1.54
Group II-SM	1.44—1.49
Group III-M	1.29—1.39
Group IV-M	1.29
Maintenance Helpers	1.14—1.24

Service Department

Classification	Wage Scale
Group I-S	1.29—1.39
Group II-S	1.14—1.24
Watchmen	0.85—1.05

Labor Pool

Classification	Wage Scale
Laborers	0.85—1.05
Janitors	0.85—1.05

Works Central Laboratory

Classification	Wage Scale
Group I-L	1.08—1.13
Group II-L	0.93—1.03
Laboratory Helpers	0.78—0.88

COMPANY: Confidential

UNION: Mine, Mill and Smelter Workers --CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: October 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

Molding Powder	Job Rate
Grinder	$1.155
Grinder Leader	1.185
Injection Machine Operator	1.325
Injection Machine Operator Helper	1.19
Utility	1.19
Blender Operator	1.275
Packer	1.19
Hot Extrusion Operator, 2nd Class	1.225
Hot Extrusion Operator, 1st Class	1.275
Hot Extrusion Operator Leader	1.34
Shipping Clerk	1.335
Mix and Roll	
Mixer Helper	1.19
Mixer Charger	1.275
Mixer Charger Leader	1.345
Rollman, 2nd Class	1.27
Rollman, 1st Class	1.345
Roll Leader	1.385
Cake Press Helper	1.19
Cake Press Operator	1.335
Cake Press Leader	1.385
Sheeter Operator Helper	1.19
Sheeter Operator	1.25
Sheeter Leader	1.325
Lay-Up and Sheeter Leader	1.345
Lay-Up Operator Helper	1.19
Lay-Up Operator	1.295
Lay-Up Leader	1.335
Tie-Up	.995
Tie-Up Leader	1.035
Drier Helper	1.19
Drier Charger	1.27
Drier Watchman	1.165
Knife Grinder	1.255
Filter Operator	1.19
Utility Man	1.19
Scrap Cutter	1.19
Utility Driver	1.27
Still Operator	1.375
Color Room Assistant	1.27
Color Sample Man	1.375
Scrap Picker	1.155
Shipping Room	
Packer, 2nd Class	1.19
Packer, 1st Class	1.25
Inspection	
Inspector	1.035
Inspector and Clerk	1.065
Press Polish	
Press Leader	1.335
Press Operator	1.25
Press Helper	1.19
Vaporizer Operator	1.24
Vaporizer Operator Helper	1.165
Cleaner	.985
Caustic	1.27
Utility	1.19
Head Utility	1.25
Trimmer	1.25
Maintenance and Repair	
Carpenter Leader	1.585
Carpenter	1.44
Repairman	1.395
Repairman Helper	1.29
Mason Leader	1.56
Mason	1.455
Machinist Leader	1.765
Machinist, 1st Class	1.66
Machinst, 2nd Class	1.395
Tool Die and Jig Maker Leader	1.765
Tool Die and Jig Maker	1.73
Pipe Fitter Leader	1.765
Pipe Fitter	1.535
Electrician Leader	1.685
Electrician Helper	1.29
Oiler	1.345
Tinsmith	1.505
Boiler Repairman	1.66

Boiler Repairman Helper		1.43
Fireman		1.45
Apprentice Fireman		1.275
Extrusion		
Stuffer Operator		1.275
Stuffer Operator Helper		1.19
Stuffer Operator Leader		1.335
Yard		
Guard		1.19
Yard Man		1.19
Yard Leader		1.335
Night Cleaner		1.085
Rod and Tube		
Wrapper Leader	P.W.	1.375
Wrapper	P.W.	1.085
Wrapper Helper		1.085
Dipper Leader	P.W.	1.335
Dipper	P.W.	1.155
Stretcher	P.W.	1.085
Drawbench	P.W.	1.085
Grinder		1.035
Grinder Leader, 2nd Class		1.27
Grinder Leader, 1st Class		1.345
Rod Straightener		1.055
Debubblizer		1.185
Shipping Clerk		1.295
Packer, 1st Class		1.25
Packer, 2nd Class		1.19
Inspector		1.27
Utility Driver		1.27
Drier Helper		1.19
Specialities A	P.W.	1.155
Specialities B		.985
Nailer		1.105
Porter		1.105
Laboratory		
Laboratory Assistant, M		1.19
Laboratory Assistant, F		1.135
Laboratory Helper		1.06

COMPANY: Neville Co.

UNION: District 50, Mine Workers

LOCATION: Pittsburgh, Pa.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: April 1948

Shift Bonus: 4¢ on 2nd, 6¢ on 3rd shift

Class	*Rate or Rate Range*
Helper—Act as helper to tradesmen such as millwrights, pipefitters, machinists, etc. Obtain tools and materials, position work, perform simple operations.	1.21
Helper — Special — Same as helper except has higher skill and more ability.	1.21 - 1.31
Laborer — Move and handle materials, unload cars, dig trenches, shovel snow, miscellaneous work as directed	1.13
Boiler Fireman—Maintain steam pressure and water level. Operation standardized, but must anticipate variation in steam load. Supervision limited to occasional checks. Boiler firemen to be hired at $1.24 with a $.10 increase after thirty (30) days and another $.10 increase after ninety (90) days to boiler firemen rate.	1.44
Watchmen—Day and night watchmen making regular inspection trips through the plant	1.16
Storekeeper Assistant — Assistant to storekeeper	1.13
Janitor—Sweep and clean offices, shop areas, wash rooms; remove chips and refuse; scrub floors.	1.11
Welder—Ordinary arc or acetylene hand welding on a variety of items such as frames, racks, trucks, low pressure tanks. Generally welding for mechanical strength only, on structures not subject to heavy load, high pressure, etc.	1.41
Pump Repairman — Repairs, rebuilds, and maintains pumps of all description	1.355
Insulator — Applies insulating material to lines, tanks and stills requiring high temperatures	1.39
Electrician—Lay out, install and maintain a variety of ordinary electrical equipment such as motors, lighting circuits, starters. Wire fairly complicated circuits. Diagnose and remedy trouble on above equipment. Work from wiring diagrams, schematic drawings	1.575
Carpenter—Lay out and build benches or assembling stands, tool and stock bins, shop partitions. Minor repairs to cabinets, floors, stairs, etc. Operate woodworking machinery, as required.	1.39
Shift Maintenance Men—General repair and maintenance work of all kinds necessary to efficient plant operation.	1.39
Shipper—Prepares materials for shipment and does the necessary handling of materials for that purpose	1.41
Specialty Pumper and Blender—Loads tankcars for shipment and blends in tanks or tankcars. Must know our materials, tanks, and pumping lines and be able to work with a minimum of supervision. Work is predominantly with water white or semi-refined solvents	1.41

Class	Rate or Rate Range
Painter—Brush or spray paint; exterior on buildings, structural steel; interior on flat wall finishes, steel partitions, etc.	1.21
Millwright—Rig, move and install ordinary machines and equipment such as medium size machine tools. Install and maintain group counter and line shafts. Miscellaneous maintenance jobs such as small structural iron work	1.65
Boilermaker — Does boiler maintenance and repair work of all kinds except brick work, and includes the replacement and rolling of tubes for stills, condensers, and boilers	1.415
Truck Repairman — Does maintenance and repair work on trucks, cars and tractors owned by the company	1.39
Truck Driver—Licensed operators, delivering and picking up freight and express locally	1.28
Shipping Department Helper — Assists shippers in preparation of orders for shipment	1.14 - 1.24
Burner—Does cutting and burning work and rough welding	1.355
Pipefitter—Cuts, threads and fits pipe	1.39
Specialty Repairman — Repairs meters, gauges, fire equipment, etc.	1.39
Production Helper—Assists regular operators on productive work	1.13-1.175

Class	Rate or Rate Range
Tank Gauger—Gauges tanks and calculates gallonage	1.13
Chief Operator — Supervises operations in the Resin Building and also operates a still	1.515

Operator—Class A

Operates distillation units and phenothiazine reactor. Must know materials being handled and be able to anticipate conditions which may arise. Must be able to follow instructions with a minimum of supervision and be able to keep operations on schedule.

1. No. 17 Still, Pilot Plant, No. 16 Still (under construction) Phenothiazine Reactor 1.415
2. Light Oil Still and No. 2 Still 1.375
3. No. 1 Still 1.325

Operator—Class B

Operates I.P.E. and Nevillac process, phenothiazine melter, treats pumps and blends crude materials. Operates Naphthalene centrifuge, paint kettle, Nevinol Still and steam blowing kettle 1.30

Operator—Class C

Operates P. B. Polymerizer. 1.25

Operator—Beginner

Starting rate will be $1.13 per hour which will be in effect for a 90-day period, after which the rate will be the minimum for Class C Operators.

In every case where a thirty, sixty, or ninety-day period is mentioned in this contract, that period shall be defined as the number of days actually worked at the job and not calendar days.

COMPANY: F.W. Tunnell & Co., Inc.

UNION: District 50, Mine Workers

LOCATION: Philadelphia, Pa.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt

Shift Bonus: 5¢ on night shifts

Department "A"—Stock Preparation

Millhouse

Operators—first class	$1.12½
Stock Pump Operator	1.12½
Crane Car Operator	1.12½
Laborers	.95

Vat House

Crane Man	1.07½
Gas Engine Driver	97½
Lime Mixer	.97½
Laborers	.95

Yard

Crane Man	1.07½
Tractor Drivers	.97½
Laborers	.95

Department "B"

Extraction

Operators—first class	1.12½
Kettle Cleaner	.97½
Filterers	.97½
Tractor Drivers	.97½
Laborers	.95

Department "B-2"—Grease Extraction—

Fertilizer Digester

Grease House Operator—first class	1.12½
Digester Operator	1.00
Laborers	.95

Department "C"—Congealing, Drying, Shipping

Congealing

Operators—first class	1.12½
Laborers	.95

Drying

Crew Chief	1.12½
Laborers when weighers	.97½
Laborers	.95

Shipping

Crew Chief	1.00
Laborers	.95

Department "D"—Acidulating—Batching

Pile Breaker	$1.02½
Car Scoop Operator	1.02½
Batcher Operator	1.02½
Acidulating Operator	1.00
Tractor Drivers	.97½
Laborers when weighers	.97½
Laborers	.95

Department "E"—Fertilizer Shipping

General Fertilizer Leader	1.12½
Crane Operator	1.12½
Printers	1.00
Laborers when checkers	1.00
Laborers when packers or baggers	1.00
Laborers when sewers	.97½
Laborers	.95

Department "F"—Power—Maintenance

Power

Operating Engineer in Charge	1.35
Assistant Engineer	1.22½
Day Fireman	1.12½
Shift Fireman	1.10
Laborers	.95

Maintenance

Electrician—Chief	1.25
General Millwright—Maintenance Mechanic	1.20
Millwright	1.20
Pipefitter	1.20
Blacksmith—General Mechanic	1.20
Welder—General Mechanic	1.20
Auto Mechanic	1.20
Blacksmith's Helper	1.05
Storekeeper	1.02½
Mechanic's Helper	1.02½
Laborers	.95

COMPANY: Confidential (Bleach)

UNION: Auto Workers--CIO

LOCATION: Pacific

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 10¢ on 2nd and 3rd shift

CLASS I ($0.90)

BOTTLE PACKERS (TEMPORARY)

These workers are employed during school vacation periods for a period not to exceed ninety (90) days.

CLASS II ($0.95)

UTILITY WORKERS (TEMPORARY)

These workers are employed during school vacation periods for a period not to exceed ninety (90) days.

CLASS III ($1.10)

(First 45 days, $1.00)

(Second 45 days, $1.05)

(After 3 months, $1.10)

BOTTLE PACKER
CAFETERIA WORKER
NIGHT WATCHMAN
JANITOR — DAY
JANITRESS — NIGHT

CLASS IV ($1.20)

(First 45 days, $1.10)

(Second 45 days, $1.15)

(After 3 months, $1.20)

LEAD LADY — Cafeteria

CLASS V ($1.25)
(First month, $1.10)
(Second month, $1.15)
(Third month, $1.20)
(After 3 months, $1.25)

UTILITY WORKER
CAR AND TRUCK LOADER
GENERAL MAINTENANCE WORKER (B)
STOCK ROOM CLERK
JANITOR — NIGHT
INVENTORY CLERK

CLASS VI ($1.30)
(First month, $1.15)
(Second month, $1.20)
(Third month, $1.25)
(After 3 months, $1.30)

FILLING MACHINE TENDER — Trend
ASSISTANT TOWER OPERATOR
TOW MOTOR OPERATOR

CLASS VII ($1.35)
(First month, $1.20)
(Second month, $1.25)
(Third month, $1.30)
(After 3 months, $1.35)

FILLING HEAD OPERATOR (Semi-Automatic Line)
LEAD MAN — Shipping Department
BATCH MAN — Trend

CLASS VIII ($1.40)
(First month, $1.25)
(Second month, $1.30)
(Third month, $1.35)
(After 3 months, $1.40)

LABELING MACHINE OPERATOR
FILLING HEAD OPERATOR (Automatic Line)
BLEACH MAKER
BOWL CLEAN AND DRAIN OPENER MACHINE OPERATOR
MAINTENANCE PAINTER
GENERAL MAINTENANCE WORKER (A)

CLASS IX ($1.45)
(First month, $1.30)
(Second month, $1.35)
(Third month, $1.40)
(After 3 months, $1.45)

LEAD MAN — Trend Production Line
TOWER OPERATOR — Lead Man

CLASS X ($1.50)
(First month, $1.35)
(Second month, $1.40)
(Third month, $1.45)
(After 3 months, $1.50)

LATHE OPERATOR, WELDER AND GENERAL MECHANIC
MAINTENANCE CARPENTER
MAINTENANCE ELECTRICIAN
LEAD MAN — Bleach Department

CLASS XI ($1.60)
(First month, $1.45)
(Second month, $1.50)
(Third month, $1.55)
(After 3 months, $1.60)

MASTER ELECTRICIAN

COMPANY: Confidential (Chemicals and Fertilizer)
UNION: Mine, Mill and Smelter Workers --CIO
LOCATION: South Atlantic
SIZE OF COMMUNITY: 25-100,000
EFFECTIVE DATE: August 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Fertilizer Division

Classifications	Rates
Laborer	70¢
Sewer	75¢
Bag Stacker	75¢
Oiler	75¢
Den Man (Mechanical Cutter)	75¢
Rock Unloader	75¢
Rock Dust Unloader	75¢
Burnerman	75¢
Dynamiter	75¢
Leadburner Helper	75¢
Truck Driver (Company Premises)	75¢
Miller	75¢
Locomotive Switchman	75¢
Evaporator Cleaner	75¢
Carpenter Helper	75¢
Car Operator	80¢
Locomotive Operator	80¢
Head Miller	80¢
Dryer Operator	80¢
Bagger	80¢
Weigher	80¢
Filter Operator	80¢
Evaporator Operator	80¢
Filter Washer	80¢
Concentrate Mixer	80¢
Fireman	80¢
Chamberman	80¢
Wheel Machine Operator	80¢
Maintenance Mechanic's Helper	80¢
Remill	80¢
Wet Mixer	85¢
Tractor Operator	85¢
Phosphoric Acid Mixer	85¢
Den Man (Non-mechanical Cutter)	85¢
Gang Leader	85¢
Truck Driver	$1.00
Bag Printer	1.00
Maintenance Mechanic's Assistant	1.00
Maintenance Engineer's Assistant	1.10

Painter	1.20
Carpenter - Claee III	1.20
Carpenter - " II	1.30
Carpenter - " I	1.40
Tractor Mechanic	1.30
Maintenance Mechanic	$1.30
Leadburner - Class III	1.10
Leadburner - " II	1.25
Leadburner - " I	1.40
Female Laborers	65¢

Chemical Divieion

Laborer	70¢
Rock Dust Unloader	75¢
Weigher	75¢
Bag Puller	75¢
Bag Weigher	75¢
Bag Tier	75¢
Oiler	75¢
Dryer Operator (Calcium Phosphate Unit)	75¢
Miller	75¢
Crusher Operator	75¢
Filter Preee Operator (Wet Acid Unit)	75¢
Filter Waeher	75¢
Filter Operator	75¢
Evaporator Cleaner	75¢
Evaporator Operator	75¢
Leadburner's Helper	75¢
Maintenance Mechanic'e Helper	75¢
Centrifuge Operator	80¢
Utilityman	80¢
Acid Plant Operators (Phosphorus Acid Unit)	80¢
Dryer Operator (Sodium Phosphate Unit)	80¢
Filter Prees Operator (Sodium Phosphate Unit)	80¢
Phoephoric Acid Mixer	80¢
Soda Ash Mixer	80¢
Wet Mixer	80¢
Porter	80¢
Crane Operator	85¢
Maintenance Mechanic'e Assistant	$1.00
Maintenance Mechanic	1.30
Leadburner	1.40

COMPANY: Southern Acid and Sulphur Co.

UNION: Oil Workers--CIO

LOCATION: Pasadena, Texas

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 99¢

Wage Rates

Grade A	1.87 per hour
Grade B	1.73 per hour
Grade C	1.59 per hour
Grade D	1.45 per hour
Grade E	1.31 per hour
Grade F	1.16 per hour
Grade G	.99 per hour

Grade A

JOB TITLE

Chief Operator
Dock Crane Operator
Mechanic
SS Operator
Lead & Rubber Worker
Pipefitter
Carpenter
Welder
Machinist
Gas & Diesel Mechanic

Grade B

Control Operator
Bagging Unit Operator
Filter Operator
Acid & Ammonia Unloader
Storage Crane Operator
Blunger Operator
Instrument Repairman

Grade C

Welder
Mechanic
Pipefitter
Machinst
Carpenter
Painter
Evaporator Operator
Mill Operator
Blacksmith
Reaction Operator - 500
Cargo Trimmer
Reaction Operator - 600
Control Laboratory Tester
Screen Operator
Dinkey Operator
Lead & Rubber Worker
Pump Operator

Grade D

Analytical Lab. Tester
Instrument Repairman
Asst. Dinkey Operator
Dempster-Dumpster Opr.
Asst. Filter Operator
Control Lab. Tester
Asst. Blunger Operator
Asst. Control Operator
Mechanic Helper
Pipefitter Helper
Carpenter Helper
Painter Helper
Machinst Helper
Transfer Conv. Operator
SS Belt Operator
SS Chute Operator
St. Regis Operator
Fuller-Kinyon Operator

Grade E

Dempster-Dumpster Hlpr.
Operator Helper

JOB TITLE

Yard Pusher
Maintenance Helper
Track Pusher
Oiler
Control Sampler
Analytical Lab Tester
Instrument Rprmn Hlpr.

GRADE F

*Utility Man
Dock Sampler
Mill Helper
Car Stacker
Station Wagon Driver

JOB TITLE

Janitor, Laboratory
Hopper Laborer
Janitor, Office
Storeroom Laborer

GRADE G

Conveyor Laborer
*Yard Laborer
Clean Up
Shop Janitor

*Starting Job

COMPANY: Confidential (Alkali)

UNION: District 50, Mine Workers

LOCATION: Great Lakes

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: January 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

Note: Add 13¢ per hr. to all agreed rates below.

ITEM I

Department	Present Classification	Agreed on Classification	Present Rate	Agreed Rate
Rotary	Head Bulk Loader	Bulk Loader	1.30	No Change
Rotary	Bulk Loader	Bulk Loader Asst.	1.27	
Cooper Shop	Maintenance Man	Repairman Class B	1.33	1.40
General Repairs (Wm. Lang)	Class C Repairman Day Oiler	Class C Repairman	1.33 1.22	1.33
Boiler House (N.P.)	Filter Washer	Same	1.22	1.25
Boiler House (S.P.)	None	Filter Washer (Job Rate)	None	1.25
Cement Pack House	Checker and Bulk Loader	Same	1.27	1.30
Riggers (N.P.)	Rigger Class A	Same	1.41	1.50
Riggers (N.P.)	Rigger Class B	Same	1.33	1.40
Riggers (N.P.)	None	Rigger Class C	None	1.33
Riggers (N.P.)	Helper (Special Case)	Eliminated		
Riggers (S.P.)	None	Rigger Class A	None	1.50
Riggers (S.P.)	None	Rigger Class B	None	1.40
Riggers (S.P.)	None	Rigger Class C	None	1.33
Riggers (S.P.)	None	Rigger Helper	None	1.16

ITEM 2.

The skilled trades classifications listed below shall be adjusted as follows:

	Present Rate	New Rate
Brickmasons (N. & S.P)	1.75	1.78
Patternmakers (N. P.)	1.70	1.73
Molders & Coremakers Class A (N.P.)	1.65	1.68
Molders & Coremakers Class B (N. P.)	1.60	1.63
Lead Burner	1.60	1.63
Tool & Die Maker, Motor Winder & Well Driller, Molders & Coremakers, Class C (N. P.)	1.55	1.58

Class A: Carpenter, Boiler House Repairman, Coke Plant Repairman, Electrician, Engine Room Repairman, Blacksmith, Millwright and Repairman, Machinist, Instrument Repairman, Pipefitter, Plate Shop Mechanic, Welder, Riggers (N.&S.), Pipe Coverer, Scale Repairman. In addition, Tugboat Operator, Machine Shop Tool Repairman, Shift Electrician, and Riveter (Construction and Boatwork).

Present rate 1.50 New rate 1.53

Class B: Carpenter, Boiler House Repairman, Coke Plant Repairman, Electrician, Engine Room Repairman, Blacksmith, Millwright and Repairman, Machinist, Riggers (N. & S.), Instrument Repairman, Cooper Shop Repairman, Pipefitter, Plate Shop Mechanic, Welder, Pipe Coverer, Pipe Burner & Welder. In addition Pipe Shop Machine and Shop Man, Garage Mechanic, Tool Dresser, Riveter and Operative Repairs (North Plant Process).

Present rate 1.40 New rate 1.43

Class C: Carpenter, Roofer, Boiler House Repairman, Coke Plant Repairman, Riggers (N.&S.), Electrician, Engine Room Repairman, Blacksmith, Millwright and Repairman, Machinist, Instrument Repairman, Pipefitter, Plate Shop Mechanic, Welder, Pipe Burner and Welder. In addition Assistant Shift Electrician, Anglesmith, Cement Pack House Repairman, Bolt Machine Operator, Pipe Machine Operator, and Repairman St. Regis Packer.

Present rate 1.33 New rate 1.36

	Present Rate	New Rate
Drill Press Operator	1.30	1.33
Burner and Radiograph	1.28	1.31
Scrap Burner	1.22	1.25
Holder on (Construction and Boatwork)	1.38	1.41
Holder on	1.28	1.31
Heater (Construction and Boatwork)	1.32	1.35
Heater	1.22	1.25

COMPANY: Confidential (Acids, Phosphates)
UNION: Gas, Coke and Chemical Workers--CIO
LOCATION: South Central
SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: September 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 4¢ on 2nd, 6¢ on 3rd shift

Job Title	Group No.	Job Rate
Electrician Leadman Maintenance Mechanic Leadman Pipe Fitter Leadman	10	$1.44
"A" Maintenance Mechanic "A" Electrician "A" Pipe Fitter "A" Welder "A" Machinist	9	$1.34½

"AA" Carpenter "A" Moulder P205 Leadman V-90 Relief Foreman	8	$1.26
Fireman Leadman P205 Operator "B" Maintenance Mechanic Burner Plant Operator "B" Electrician "B" Pipe Fitter "B" Welder "B" Machinist	7	$1.19
V-90 Batch Operator Acid Treating Operator Relief Foreman (M&P) Lime Kiln Operator "B" Moulder Yard Relief Foreman & Dilac Op.	6	$1.13
Part-time Blacksmith 12 XX Batch & V-90 Converter Op. P205 1st Helper Fireman Yard Relief Foreman A Maintenance Mech. Helper Car Checker ~~Food~~ Fork Truck Driver	5	$1.05½
Routine Tester Phosphorus Molder P205 2nd Helper Burner Helper Mechanic's Helper B Maintenance Mech. Helper Carpenter Helper Electrician's Helper	4	$ .98½
Job Title	**Group No.**	**Job Rate**
Titrator Acid Treating Labor Foundry Labor V-90 Batch Labor Car Driver Sewing Machine Operator Truck Driver Cask Preparer Mixer Man P205 Catchout Batch Cutter Mill Man Floor Man	3	$ .92½

Lime Kiln Labor Scalper Man 12 XX Catchout Lime Man V-90 Catchout	2	$ .88
Drawout-Mixing & Packing Tipper Lead Burner Helper Dilac Laborer		
Trucker Mixer Bag Passer Hopper Man V-90 Car Preparer		
Yard Labor Boiler Room Labor Janitor and Utility Janitor, Mxg., Pckg. & Ship. Janitor, Laboratory Janitor, Yard	1	$ .85

COMPANY: Carbide and Carbon Chemicals Corp., Clinton Engineering Works

UNION: Gas, Coke and Chemical Workers--CIO

LOCATION: Oak Ridge, Tenn.

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: December 1947

WAGE REOPENING: August 1948

Shift Bonus: 10¢ on evening, 15¢ on midnight shift

TABLE I - WAGE SCHEDULE

Group	Start	6 Mo.	12 Mo.	Job Rate 18 Mo.
3	$0.95	$0.99	$1.03	$1.06
4	1.01	1.05	1.09	1.12
5	1.06	1.10	1.14	1.18
6	1.12	1.16	1.20	1.24
7	1.18	1.22	1.26	1.29
8	1.24	1.28	1.32	1.35
9	1.29	1.33	1.37	1.41
10	1.35	1.39	1.43	1.47
11	1.41	1.45	1.49	1.53
12	1.47	1.52	1.56	1.60
13	1.53	1.58	1.63	1.67
14	1.60	1.65	1.70	1.75
7A	1.16	1.20	1.24	1.27
10A	1.33	1.37	1.41	1.45
11A	1.39	1.43	1.47	1.51
13A	1.51	1.56	1.61	1.65
14A	1.58	1.63	1.68	1.73

Group	Start	6 Mo.	Job Rate 12 Mo.
S8	$1.29	$1.35	$1.41
S9	1.35	1.41	1.47
S10	1.41	1.47	1.53
S11	1.47	1.54	1.60
S12	1.53	1.60	1.67
S13	1.60	1.68	1.75
S14	1.67	1.75	1.83
S15	1.75	1.84	1.93
S16	1.83	1.93	2.02

TABLE II - JOB CLASSIFICATION GROUPING

JOB CLASSIFICATION	RATE GROUP
Acid Cleaner	S9
Air Tool Operator	4
Ambulance Driver	8
Asst. Boiler Optr. - 1st Class	9
Asst. Boiler Optr. - 2nd Class	8
Auto Body Mechanic - 1st Class	S12
Auto Body Mechanic - 2nd Class	S9
Baker	8
Baker Helper	4
Blacksmith	S11
Boiler Operator	11
Boiler Operator Leader	13
Brickmason Group Leader	S13
Brickmason	S11
Bus Driver	8
Butcher	8
Shop Carpenter	S11
Cable Splicer	S14
Field Carpenter	S11
Carpenter Group Leader	S13
Cashier	5
Cement Finisher Group Leader	S13
Cement Finisher	S8
Chauffeur - Mail	5
Chauffeur	4
Checker	3
Chef	13
Coal Handling Mach. Optr.	6
Condenser Operator	10
Counter Attendant	3
Crane Operator	9
Crew Leader	14A
Dish Washer	3
Electric Field Operator	13A
Electric Field Optr. Leader	14A
Electrical Mech. Group Leader	S15
Electrical Mechanic-1st Class	S14
Electrical Mechanic-2nd Class	S11
Electrician - 1st Class	S11
Electrician - 2nd Class	S9
Electrician Group Leader	S14
Equipment Dispatcher	9
Equipment Operator, Light	9
Equipment Operator, Heavy	12
Exterminator	4
Fabricator	9
Fabricator Helper	6
Fabricator Relief	12
Fire Equipment Repairman	9
Fire Driver (Pumper Truck)	9
Firefighter	7
Fire Alarm Operator	9
Fire Driver (Chief's Car)	7
Fire Driver (Emergency Truck)	8
Garage Mechanic - 1st Class	S12
Garage Mechanic - 2nd Class	S10
Garage Mechanic Group Ldr.	S14
General Helper	3
Grill Man	5
Head Baker	10
Head Cafeteria Storekeeper	10
Head Counter Attendant	7
Heavy Equip. Mech. - 1st Class	S12
Heavy Equip. Mech. - 2nd Class	S10
Helper	5
Hoist, Crane & Elevator Insp.	S13
Ice Box Man	5
Instrument Group Leader	S15
Instrument Maker	S16
Instrument Mech. - 1st Class	S14
Instrument Mech. - 2nd Class	S12
Instrument Mech. - 3rd Class	S10
Instr. Mech. Helper	5
Instr. Source Mechanic	S8
Insulator - 1st Class	S11
Insulator - 2nd Class	S9
Insulator - Group Leader	S13
Janitor Group Leader	8
Janitor	3
Laborer	3
Laborer Group Leader	8
Laundry Worker	3

JOB CLASSIFICATION	RATE GROUP
Laundry Worker Group Leader	5
Lineman	S14
Line Recorder Service Attendant	10A
Locksmith	S13
Lift Truck Operator	6
Lubrication Group Leader	S11
Lubrication Man	7
Machine Tool Mechanic	S13
Machinist - 1st Class	S13
Machinist - 2nd Class	S11
Machinist Group Leader	S14
Machinist Specialist	S14
Maintenance Mech. - Group Ldr.	S14
Maintenance Mechanic - 1st Class	S12
Maintenance Mechanic - 2nd Class	S10
Marker	3
Material Expediter	11
Material Handler	5
Mechanical Inspector	S11
Motor Cleaner	4
Operator	13A
Painter - 1st Class	S10
Painter - 2nd Class	S9
Painter Group Leader	S12
Pot Washer	3
Power House Trainee	6
Power Sweeper Operator	4
Property Clerk	8
Property Clerk Group Leader	10
Pump Operator	9
Receiving Clerk	8
Receiving Clerk Group Leader	10
Refrigeration Mech. Group Leader	S14
Refrigeration Mech. 1st Class	S12
Refrigeration Mech. 2nd Class	S10
Rigger Group Leader	S14
Rigger - 1st Class	S11
Rigger - 2nd Class	S9
Salad Maker	4
Sandwich Maker	4
Scale Mechanic	S13
Sewage Disposal Operator	10
Sheet Metal Group Leader	S14
Sheet Metal Worker - 1st Class	S12
Sheet Metal Worker - 2nd Class	S10
Sheet Metal Lay-Out Man	S13
Sign Painter	S10
Skilled Trades Group Leader	S13
Spray Painter	S11
Store Keeper	7
Stores Clerk	8
Stores Clerk Group Leader	10
Switch Board Operator	10
Switch Board Operator Leader	13
Tester Special Shops	10
Tire Repairman	6
Tool Room Attendant	7
Tool Room Group Leader	10
Tractor Operator	4
Truck Driver (Over 3½ Tons)	8
Truck Driver (Under 3½ Tons)	6
Turbine Operator	11
Turbine Operator Leader	13
Turbine, Oil, and Gas Attendant	12
Utility Man	4
Vegetable Preparer	4
Washer - 1st Class	6
Washer - 2nd Class	4
Weighmaster	10
Welder Lay-Out Man	S13
Welder - 1st Class	S12
Welder - 2nd Class	S11
Welder Group Leader	S14
Window Washer	4

CLOTHING AND APPAREL

COMPANY: Full Fashioned Hosiery Mfrs. of America, Inc.
UNION: Hosiery Workers--CIO

LOCATION: Interstate
SIZE OF COMMUNITY: --
EFFECTIVE DATE: June 1947

WAGE REOPENING: At any time, if conditions "generally warrant" an increase or decrease

Minimum Rates: 73¢, except for piece work learners, who start at 67¢ for first 6 wks., 70¢ for second 6 wks., and 73¢ thereafter

Shift Bonus: 5¢ on 2nd shift

COMPANY: Margate Hosiery Mills Co.

UNION: Hosiery Workers--CIO

LOCATION: Chattanooga, Tenn.

SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: June 1947
WAGE REOPENING: At any time

PIECE WORKERS

Classification	Rate	Unit
1. Automatic Knitting		
Slacks - 220 N - 48 Gauge - Plain	.0847	Doz.
Slacks - 220 N - 48 Gauge - Fancy	.0870	Doz.
Slacks - 220 N - 48 Gauge - Fake Wraps	.0870	Doz.
Slacks - 150 N - 176 N - 36 Ga. - Plain	.0791	Doz.
Slacks - 150N-176N - 36 Gauge - Fancy	.0812	Doz.
Half Hose - 48 Gauge - Plain	.1073	Doz.
Half Hose - 48 Gauge - Fancy	.1102	Doz.
Half Hose - 36 Gauge - Plain	.1017	Doz.
Half Hose - 36 Gauge - Fancy	.1044	Doz.
Styles 344, 402	.0812	Doz.
2. Clipping, Greige, Hand		
Double Sole - All Classes - Rayon and Cotton	.0354	Doz.
Wraps and Double Sole - All Classes - Rayon and Cotton	.0386	Doz.

Classification	Rate	Unit
Wraps and Double Sole - All Classes - Wool	.0417	Doz.
3. Inspecting, Greige		
All Classes - Rayon and Cotton	.0362	Doz.
All Classes - Wool	.0412	Doz.
4. Looping		
12 Point Work	.1539	Doz.
18 Point Work	.1539	Doz.
22 Point Work	.1633	Doz.
5. Sewing		
Thirds	.1017	Doz.
Welting	.0760	Doz.
Sewing Toes, Seconds	.0662	Doz.
6. Mending, Greige		
All Classes	1.1280	100 Stocks
7. Boarding		
All Slacks - All Constructions	.0613	Doz.
All Half Hose - DF Top - Non-Wool	.0672	Doz.
All Half Hose - Wool	.0740	Doz.
(Above with or without rubber in top)		
8. Pairing		
All styles of first class work	.0167	Doz.
All styles of seconds and thirds	.0183	Doz.
9. Assorting		
All styles and classes	.0081	Doz.

Classification	Rate	Unit
10. Finish Assembly		
All styles and classes	.00337	Doz.
11. Clipping, Finished		
All styles and classes	.0042	Doz.
12. Mending, Finished		
All styles and classes	.2058	Doz.

TIME WORKERS

1. Fixers, Machine		
Head Fixers (1 S & W Day Shift; 1 Banner Day Shift; 1 All Machines Second Shift; 1 Looping Day Shift)	1.5100	Hour
Section Fixers (Wraps)		
Starting Rate	1.2400	Hour
After 60 Days	1.3500	Hour
Changing Crew Fixers		
Starting Rate	1.2400	Hour
After 60 Days	1.3500	Hour
Section Fixers (Other Than Wrap)		
Starting Rate	1.1900	Hour
After 60 Days	1.2950	Hour
Intermediate Fixers	1.1900	Hour
Apprentice Fixers	.8550	Hour
Junior Apprentice Fixers	.7900	Hour
Learner Fixers	.7050	Hour
2. Dye House		
Second Hand Senior	1.1050	Hour

Classification	Rate	Unit
Second Hand Junior	.9450	Hour
Machine Operators	.8400	Hour
Machine Helpers	.7850	Hour
3. Greige Stock		
Second Hand Senior	1.0000	Hour
Second Hand Junior	.8950	Hour
4. Finishing Room		
Second Hand Senior	.8950	Hour
Second Hand Junior	.7850	Hour
5. Maintenance Men		
1 Man at	1.0000	Hour
1 Man at	.7850	Hour
6. Mill Clerks	.8400	Hour
7. Watchmen	.7350	Hour
8. Yarn Men	.7350	Hour
9. Lot Boys and Girls	.7350	Hour
10. Labelers	.7350	Hour
11. Packers	.7350	Hour

INEXPERIENCED OR LEARNER OPERATIONS

1. Looping and Transfer Knitting		
First 12 Weeks	.5500	Hour
Second 12 Weeks	.6000	Hour
After 24 Weeks	.6500	Hour

INEXPERIENCED OR LEARNER OPERATIONS (Continued)

Classification	Rate	Unit
2. String Knitting		
First 2 Weeks	.5500	Hour
Second 2 Weeks	.6000	Hour
After 4 Weeks	.6500	Hour
3. Ribbing		
First 2 Weeks	.5500	Hour
Second 2 Weeks	.6000	Hour
After 4 Weeks	.6500	Hour
(end of six weeks raised to regular rate of pay for ribbing)		
4. Boarding		
First 3 Weeks	.5500	Hour
Second 3 Weeks	.6000	Hour
After 6 Weeks	.6500	Hour
5. Finishing (All operations except Pairing)		
First 2 Weeks	.5500	Hour
Second 2 Weeks	.6000	Hour
After 4 Weeks	.6500	Hour
6. Pairing		
First 3 Weeks	.5500	Hour
Second 3 Weeks	.6000	Hour
After 6 Weeks	.6500	Hour
7. Dye House		
First 2 Weeks	.5500	Hour
Second 2 Weeks	.6000	Hour

After 4 Weeks	.6500	Hour

(End of 6 weeks raised to regular rate of pay in Dye House)

8. Miscellaneous Operations

First 2 Weeks	.5500	Hour
Second 2 Weeks	.6000	Hour
After 4 Weeks	.6500	Hour

(End of 6 weeks regular rate of pay for that particular job)

On all piece work operations, learners who are able to earn more at piece work rates are to be paid at piece rates.

COMPANY: Lingerie Mfrs. Assn. of New York, Inc.
UNION: Ladies Garment Workers--AFL
LOCATION: New York City
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: August 1947
WAGE REOPENING: When cost of living changes; 3-yr. agmt.

Hiring Rate:
Class "R" shops--$16 per wk.
Class "S" shops--$18 per wk.

CLASS R SHOPS --Products sell for under $9.50 per dozen

	Per Week
Full fledged cutters and markers	$59.00
Machine cutters	47.00
Operators	28.00
Pressers	25.00
Examiners and Finishers	24.00
Floor girls, folders, lace cutters, cleaners or similar workers aiding in the process of manufacturing	22.00
Shipping clerks	33.00
Assistant shipping clerks	26.00

CLASS S SHOPS--Products sell for over $9.50 per dozen

	Per Week
Full fledged cutters and markers	$61.50
Machine cutters	53.50
Sample makers	34.50
Operators	32.00
Pressers	27.00
Examiners and finishers	26.00
Floor girls, folders, lace cutters, cleaners or similar workers aiding in the process of manufacturing.	24.00
Shipping clerk	33.00
Assistant shipping clerks	26.00

COMPANY: John B Stetson Co.

UNION: Hatters, Cap and Millinery Workers--AFL
LOCATION: Philadelphia, Pa
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: February 1947
WAGE REOPENING: August 1947

Hiring Rate: 60¢, 65¢ min. within 3 mos.

Shift Bonus: 5¢ for shift work

COMPANY: Haverhill-Bradford Corp.

UNION: Hatters, Cap and Millinery Workers--AFL

LOCATION: Haverhill, Mass.

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

	Start	Intermediate	Intermediate	Top
CARDING HOURLY				
Floor Worker - Male	.75	.80		.85
Stripper-Fixer	.85	.88		.92
Front End	.85	.92		.97
Grinder	.95	1.00		1.05
Floor Worker - Female	.65	.70	.75	.80
Roller	.65	.72	.77	.84
Trimmer	.77	.84		.87
HARDENING HOURLY				
Floor Worker	.70	.75		.80
Inspector	.68	.72		.75
Speckers	.60			.65
Patchers	.75	.80		.85
Specker/Floor	.65	.70		.75

PIECE WORK

A-X-HOODS	
Cone 24L Up to and Including 2 5/16 oz.	.15 1/4 per doz.
A-X-FLARES	
Cone 21E Up to and Including 2 5/16 oz.	.15 " "
" 18½ " " " " 2 5/16 "	.14 1/2 " "
B HOODS	
Cone 26L Up to and Including 2 7/8 oz.	.15 1/4 " "
B FLARES	
Cone 19½D Up to and Including 2 3/4 oz.	.15 " "
" 20½D " " " " 2 7/8 "	.15 " "
" 24E " " " " 2 7/8 "	.15 " "
C HOODS	
Cone 28L Up to and Including 3 3/16 oz.	.15 3/4 " "
C FLARES	
Cone 23B Up to and Including 3 3/16 oz.	.15 1/2 " "
BOYS	
Cone 25E Up to and Including 3 3/8 oz.	.15 1/4 " "
" 26E " " " " 3 3/4 "	.16 1/2 " "
MENS	
Cone 28A Up to and Including 4 15/16 oz.	.18 " "
" 26E " " " " 4 15/16 "	.18 " "
COWBOYS	
Cone 33½G Up to and Including 6 oz.	.22 " "
COVERS	
Top Covers	.24 " "
Bottom Covers	.14 " "

All cones not listed above shall be considered new work.

MULTI-ROLLER PIECE WORK

X, A & B Flares & Hoods	3.4 per run
C & D Flares & Hoods	3.9 " "
Mens 3 3/8 through 3 3/4 oz.	3.4 " "
4 1/8 " 4 3/4 "	4.5 " "
4 7/8 up	5.3 " "
6 oz. Cowboys	6.5 " "

FULLING HOURLY

	Start	Intermediate	Top
Floor Worker	.75	.80	.85
Section Hand	.85	.95	1.05

PIECE WORK

Acid Tank	.85 per 100 doz.

TWISTER PIECE WORK (including stacking after twisting)

X, A, & B Flares & Hoods (2 runs)	7.6 per doz.
Extra runs	2.3 " "
C Flares & Hoods (4 runs)	11.8 " "
D Flares (4 runs)	12.3 " "
Mens, 5 in roll (4 runs)	12.3 " "
" 4 " " " "	14.4 " "
Stacking redyes before twisting	2.5 " "
Sorting mixed mills	1.5 " "

DYEING HOURLY

	Start	Intermediate	Top
Floor Man	.75	.83	.88
Dye-Weigher	.80	.90	1.00

STIFFENING HOURLY

Floor Man	.75	.80	.85
Floor Man - Extractor	.80	.85	.90
Section Hand	.85	.90	.95

PIECE WORK

Wash Box Operator	.26 per mill
Hand Stiffener	
All over ladies	$1.65 per 100 doz.
" " mens	2.00 " " "

BLOCKING HOURLY

Floor Worker	.70	.75	.80
Section Hand	.85	.90	.95
Floor Worker - Roll Out	.75	.80	.90

BLOCKING PIECE WORK

All Flares (except those on SSS block)	4.05 per hundred doz.
B & C Hoods	4.05
A Hoods	4.55
X Hoods	4.75
B Flares on SSS Block	4.55
Mens tipping only	2.70
Single hats	7.25
Mens Hand Blocking 3 3/8 oz.	5.00
3 3/4 "	5.75
4 1/4 "	6.50
4 1/2 "	7.50
4 7/8 "	9.00
6 oz.	10.50

POUNCING HOURLY

	Start	Intermediate	Top
Floor Worker	.70	.75	.80

PIECE WORK

Pouncing X, A Flares & Hoods	.050 per doz.
B, C & D Flares & Hoods	.055 " "
" " " " " " " inside & outside	.060 " "
Mens 4 1/4 through 5 1/8	.080 " "
Boys	.060 " "
Cowboys	.095 " "
Dusting	.27 1/2 per mill
Steaming	.27 1/2 " "

INSPECTING HOURLY

	Start	Intermediate	Top
Inspector	.68	.73	.77
Stamping Machinist	.70	.75	.79

CARBONIZING HOURLY

Floor Worker	.75	.85	.93

COMPANY: Seattle Retail Clothiers Ass'n.
UNION: Amalgamated Clothing Workers--CIO
LOCATION: Seattle, Wash.
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: March 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates: Foremen, fitters, tailors, pressers (male or female)--$1.55; helpers--$1.30, apprentices--65¢; 10¢ increase every 3 mos. until scale is reached

COMPANY: Confidential (Hosiery)

UNION: Hosiery Workers--CIO

LOCATION: South Atlantic

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: September 1947

WAGE REOPENING: Three mos. after effective date if cost of living changes; 1-yr. agmt.

Rates: Hourly workers--65¢; 75¢ after 12 wks.

Piece Work learners--55¢; 60¢ after 6 wks.; 65¢ after 14 wks.; 75¢ or piece rates after 22 wks.

COMPANY: Confidential (Hosiery)

UNION: Textile Workers--CIO

LOCATION: South Atlantic

SIZE OF COMMUNITY: 25-100,000.

EFFECTIVE DATE: March 1947

WAGE REOPENING: Any time; 1-yr. agmt.

Minimum Rate: 65¢

Shift Bonus: 5¢ on 3rd shift

COMPANY: Fairfield Glove Co.

UNION: Glove Workers--AFL

LOCATION: Fairfield, Iowa

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: September 1947

WAGE REOPENING: Once during term; 1-yr. agmt.

Rates: Beginners--50¢
Day Workers--62½¢

ELECTRICAL PRODUCTS

COMPANY: Swartzbaugh Mfg. Co.

UNION: Auto Workers--CIO

LOCATION: Toledo, Ohio

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: Current information not available

CLASSIFICATION	Rates Min.	Max.
Assembler B	.99½	1.14½
Assembler (Female)	.94½	1.04½
Assembler-Setup (Male Prod).	1.19	1.39
Belt Sander - Polisher	1.29	1.39
Charwoman	.96	1.06
Coil Winder	.94½	1.04½
Conveyor Tender	1.11	1.21
Craneman	1.24	1.34
Crater	1.09	1.19
Degreaser	1.14½	1.24½
Die Leader	1.89	1.99
Die Machinist	1.29	1.44
Die Maker A	1.74	1.89
Die Maker B	1.54	1.74
Die Maker (Apprentice)	1.04	1.44
Die Setter	1.34	1.49
Die Setter-Light Mach., Welder Setup and Maintenance	1.39	1.54
Drill Press (Female)	.94½	1.04½
Fixture Maker	1.44	1.59
Food Conveyor - Clean and Equip	1.06	1.16
Grinder	1.19½	1.29½
Group Leader	1.34	1.49
Group Leader (Female)	1.09	1.19
Hand Trucker	1.08	1.15
Helper - Degreaser, Painter, Spotwelder	1.04½	1.14½
Helper - Degreaser, Painter, Spotwelder (Female)	.94½	1.04½
Inspector (Male)	1.09	1.29
Inspector - Visual (Female)	1.06	1.16
Inspector - Precision	1.24	1.39
Inspector - Layout Precision	1.44	1.54
Inspector - Salvage	1.31	1.41
Light Machine Operator	.94½	1.04½
Light Machine & Welder Setup	1.19	1.34
Material & Stock Control	1.19	1.39
Metal Spinner	1.36½	1.61½
Millwright & Maintenance	1.34	1.54
Millwright Helper	1.14	1.34
Oven Conveyor Operator	1.19	1.29
Packer	1.04½	1.14½
Paint Setup and Maintenance	1.21	1.31
Paint Sprayer & Dip	1.24½	1.39½
Paint Sander	1.04	1.14
Power Brake Operator	1.14½	1.29½
Power Lift Truck Operator	1.14	1.24
Punch and Draw Press Operator	1.14½	1.27½
Punch Press Helper	1.04	1.14
Repair Products	1.16	1.26

Repair Returned Merchandise	1.24	1.34
Riveter	.94½	1.04½
Sandblast Operator	1.14½	1.24½
Shearman - Rotary	1.13½	1.28½
Shearman - Square	1.13½	1.28½
Sheet Metal Assembler A	1.19	1.39
Sheet Metal Assembler B	1.19	1.29
		1.53
Sheet Metal Worker	1.38	[illegible]
Sheet MetalWorker (apprentice)	.89	1.09
Shipping Room Helper	1.06	1.16
Solderer	1.06½	1.16½
Sweeper & Janitpr	1.07	1.14
Trucker Driver	1.19	1.29
Truck Driver - Semi	1.26	1.36
Welder Acetylene	1.29	1.49
Welder - Arc	1.29	1.49
Welder Spot	1.04½	1.14½
Welder Tool Repair	1.64	1.79
Wire Cutter Machine Operator	1.14	1.24
Wool Packer	.99½	1.09½

COMPANY: Confidential (Electrical Appliances)
UNION: Auto Workers

LOCATION: Great Lakes

SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: June 1947
WAGE REOPENING: At any time

Shift Bonus: 5¢ on shift work

JOB CLASSIFICATION	STARTING RATE	HOURLY DAY RATE	PIECE WORK BASE RATE
Punch Press, Hand Screw Machine & Automatic Screw Machine Set Up	$1.45	$1.60	
Auto. Job Setter		1.65	
Auto. Screw Machine Operator	1.20	1.35	
Inspection - Precision - 2nd Class	1.15	1.25	
Inspection - 1st Class	1.32	1.40	
Inspection - Visual	1.00	1.15	
Motor Repairs	1.25	1.40	
Elec. Maintenance - 2nd Class	1.22	1.37	
Elec. Maintenance - 1st Class	1.32	1.47	
Millwright - 2nd Class	1.27	1.42	
Millwright - 1st Class	1.32	1.47	
Millwright Helpers	1.22	1.37	
Head Fireman		1.37	
Fireman (Licensed)	1.20	1.27	
Receiving Room	1.02	1.09	
Shipping Room - 2nd Class	1.00	1.07	
Shipping Room - 1st Class		1.10	
Shipping Room - Special		1.15-1.23	
Steel Stock	1.05-1.10	1.15-1.23	
Head Steel Stock		1.30-1.35	
Mail Order	1.15	1.23	
Parts Repair (Machine Shop)	1.20	1.30	
Truck Driver	1.10	1.23	

JOB CLASSIFICATION	STARTING RATE *	HOURLY DAY RATE	PIECE WORK BASE RATE
Watchmen & Janitors	1.01	1.08	
Head Watchman		1.11	
Truckers, Oil Separator, Elevator Oper.	1.02	1.09	
Stock Chasers	1.06	1.16	
Timekeeper	1.05	1.15-1.20	
Tool & Die Maker - Class A.		1.82	
Tool & Die Maker - Apprentice		1.02 & up (see below)	
Tool & Die Maker - Class B		1.72	
Tool & Die Grinder & Maintenance	1.57	1.67	
Tool Crib	1.35	1.50	
Salvage Repair	1.08	1.16	
Bench Assembly	.99	1.06	1.11
Drill & Arbor Press	.99	1.06	1.11
MALE			
Cincinnati (Shear only)	$1.37	$1.52	
Bliss	1.42	1.57	
Punch & Air Press-Niagara Shear-Littell	1.02	1.09	1.17
Straight Flexo Press			
Misc. Machines	.99	1.09	1.16
Hand Screw Operator	1.19	1.29	1.42
Potter Johnston Operator	1.19	1.29	1.42
High Speed Lathe Operator	1.09	1.19	1.31
Grinding	1.29	1.44	1.42
Spray Paint	1.04	1.14	1.18
Spot Weld	1.04	1.14	1.22
Motor Assembly	.99	1.09	1.22
Machine Repair - Millwright	~~1.36~~ 1.37	~~1.51~~ 1.52	
FEMALE			
Inspection	.94	.99-1.03	
Meter Testers	.99	1.09	
Factory Clerk, Matron & Timekeepers-2nd Cl.	.89	.98	
Factory Clerk, Matron & Timekeepers-1st Cl.		1.03-1.09	
Stock Room Helpers	.94	.99-1.03	
Bench & Misc. Day Work	~~.84~~ 86	~~.96~~ 98	
Armature Repair	.98	1.12	
Iron Repair	.98	1.12	
Salvage	.89	.98	
Head Armature Repair		1.27	
Head Timekeeper		1.20	
Balancers	.84	.91	.89
Armature & Coil Winders	.84	.91	.92
Taping Machine	.84	.91	.92
Sewing Machine	.84	.91	.92
Connectors	.84	.91	.89
Bench Assemblers	.84	.91	.89

Tool Room Apprentice -	1st 6 months	$1.02	5th 6 months	1.27
	2nd 6 months	1.07	6th 6 months	1.42
	3rd 6 months	1.12	7th 6 months	1.56
	4th 6 months	1.17	8th 6 months	1.72

COMPANY: White-Rodgers Electrical Co.

UNION: Machinists

LOCATION: St. Louis, Mo.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: January 1947

WAGE REOPENING: None specified; 2-yr. agmt.

Shift Bonus: 5% for night work

Group B. Classifications & rate → $1.90

1. Inspector - Tools, dies, jigs, fixtures & gauges
2. Tool & Die Maker
3. Jig Boring Machine
4. Jig Grinding Machine
5. Precision Milling & Jig Boring Machine

Group D. Classifications & rate → 1.80

1. Die Repair Man

Group F. Classifications & rate → 1.75

1. Machinist
2. Heat Treater
3. Horizontal or Vertical Milling Machine
4. Universal Tool & Cutter Grinding Machine
5. Engine Lathe
6. Cylindrical (ext. or int.) Grinding Machine

Group H. Classifications & rate → 1.40

1. Shaper
2. Flat Surface Grinding Machine

Group J. Classifications & rate → .75

1. Apprentice Tool and Die Maker

Group L. Classifications & rate → .85-1.05

1. Simple and Miscellaneous Parts Mechanic

Group N. Classifications & rate → .90-1.05

1. Tool Crib Attendant

New Personnel employed and placed in Groups B, F, and H Classification, other than those who can qualify as bonified journeymen tool and die makers or tool room machinists, and having less than 4 years tool room experience at the classification for which they are employed, shall serve six (6) months for each year of experience that they lack and at a rate 10¢ per hour lower than the scheduled rate for the classification for each six (6) month period to be served. For example, a man having but one (1) year's experience in a tool room at the classification for which he is employed would start at 30¢ per hour under the rate and advance 10¢ each six (6) months until he attained his rate for the classification at the end of eighteen (18) months.

All apprenticed Tool and Die Makers in Group J, Classification shall receive an increase at the end of each 1000 hours worked (to the nearest full week) which increase shall equal 1/8 of the difference between the starting rate of 75¢ and the top of the range $1.90, thus making the 8 steps .75-.90-1.04-1.19-1.33-1.48-1.62-1.76-1.90 spaced at 1000 hour intervals.

COMPANY: Minneapolis-Honeywell Regulator Co. (National Regulator Div.)

UNION: Electrical Workers--CIO

LOCATION: Minneapolis, Minn.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; 2-yr. agmt.

Hiring Rate: 91¢ min.

Shift Bonus: 10% for night work

LABOR GRADE (Production and Maintenance Employees)

	Start - After	3	-	-	-	-	Weeks
11	.91	.94					
	Start - After	3	7	12	18	-	Weeks
10	.91	.94	.97	1.00	1.03		
	Start - After	4	9	15	22	30	Weeks
9	.97	1.00	1.03	1.06	1.09	1.12	
	Start - After	6	13	21	30	40	Weeks
8	1.06	1.09	1.12	1.15	1.18	1.21	
	Start - After	7	15	24	34	45	Weeks
7	1.15	1.18	1.21	1.24	1.27	1.30	
	Start - After	9	19	30	42	55	Weeks
6	1.24	1.27	1.30	1.33	1.36	1.39	
	Start - After	12	25	39	54	70	Weeks
5	1.33	1.36	1.39	1.42	1.45	1.48	
	Start - After	16	33	51	70	90	Weeks
4	1.42	1.45	1.48	1.51	1.54	1.57	
	Start - After	21	43	66	90	115	Weeks
3	1.51	1.54	1.57	1.60	1.63	1.66	
	Start - After	27	43	66	90	145	Weeks
2	1.60	1.63	1.66	1.69	1.72	1.75	

Section 5. Rates for Tool and Die makers shall be as follows:

	Start - After	12	24	36	48	60	72	Weeks
T. & D. Class A	1.57	1.62	1.67	1.72	1.77	1.82	1.87	

	Start	- After	12	24	36	48	60	72	Weeks
T. & D. Class B	1.47		1.52	1.57	1.62	1.67	1.72	1.77	

COMPANY: Confidential (Condensers)

UNION: Electrical Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 85¢ for timekeepers; increased to $1.01 after 30 days

Shift Bonus: 7½¢ for night work

RATE SCHEDULES--Group I

Common Labor	$ .96
Sweepers	$ .96
Material Handler	$ .96
Trucker	$ .96
Fireman	$ .96
Group II	
Fin Straightener, Snipper	$1.01
Box Assembler, Packer	$1.01
Fin Stacker	$1.01
Machine Oiler	$1.01
Box Maker	$1.01
Power Shear Operator	$1.01
Nester, Nesting Press Operator	$1.01
Nester, Fin Straightener	$1.01
Assembly Press Operator	$1.01
Caustic Wash Operator	$1.01
Tube Burring Operator	$1.01
Degreaser, Dehydrator Operator	$1.01
Packer "A"	$1.01
Inspector (General)	$1.01
Paint Spray Touch-Up	$1.01
Band Saw Operator	$1.01
Tester	$1.01
Brake Operator "B"	$1.01
Tube Bender	$1.01
Swaging Machine Operator	$1.01
Drill Press Operator	$1.01
Buffer, Grinder	$1.01
Nest, Push Operator	$1.01
Spot Welder	$1.01
Punch Press Operator	$1.01
Rotary Flanging, Beading or Shearing Machine Operator	$1.01
Truck Driver	$1.01
Tapping Machine Operator	$1.01
Stock Room Clerk	$1.01
Paint Sprayer	$1.01
Hard Solderer	$1.01
Maintenance Helper	$1.01
Assembler	$1.01
Group III	
Machine Setter	$1.07
Solder Dipper	$1.12½
Hand Screw Machine Operator	$1.07
Fin Slitter	$1.07
Power Shear Operator	$1.07
Brake Operator "A"	$1.07
Arc Welder	$1.10
Punch Press Die Setter	$1.07
Inspector (Tinning)	$1.12½
Inspector (Plantwide)	$1.10 to $1.25
Group IV	
Painter (Maintenance)	$1.12
Maintenance Man "B"	$1.06 to $1.17
Maintenance Man "A"	$1.12 to $1.37
Maintenance Group Leader	$1.42
Tool Room Apprentice	$1.01 to $1.17
Tool Room Helper	$1.01 to $1.32
Tool Room Machinists	$1.17 to $1.42
Tool and Die Maker	$1.67

COMPANY: Confidential (Remote Control Equipment)

UNION: Electrical Workers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: April 1948

Hiring Rate: Women--90¢ min.; men-$1.08 min. in shop, $1.10 min. in foundry

Shift Bonus: 12½¢ on 2nd and 3rd shift

COMPANY: Square D Co.

UNION: Electrical Workers--CIO

LOCATION: Detroit, Mich.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; agmt. expires April 1948

Shift Bonus: 7¢ on 2nd, 10¢ on 3rd shift

29c shall be added to earned rate computed from base rates shown below or added to guaranteed rates where guaranteed rate is paid.

MALE—INCENTIVE

	Start	*30 Days	90 Days	Guaranteed Rate
CLASS 1	.80	.85	.88	....
a. Stock Handler				
b. Torch soldering apprentice. (Limited to six months after attaining final rate)				
CLASS 2	.80	.85	.90	.98
a. Operate kick press or Natco				
b. Assembler — simple assemblies — heavy work, DM-7, DS-15, DP-38, DM-87				
c. Moveman				
d. Tack rag, including cleaning for finish—heavy work. (NO GUARANTEE)				
CLASS 3	.85	.90	.93	....
a. Sawman—operate only				
b. Shipping packers				
CLASS 4	.85	.90	.95	1.03
a. Operate grinders—heavy work				
b. Setup and operate Natco—heavy work				
c. Sand trims				
d. Assembler — boxes — heavy work, DM-81, 86, 84, DB-97, 102 (DP-38, ML-2 and ML-3 sub-assembly) DS-153				
e. Setup and operate drill press—simple heavy work				

*Days actually worked—8 hours each or equivalent.

	Start	*30 Days	90 Days	Guaranteed Rate
f. Plater's helper. (NO GUARANTEE)				
g. Enamel helper and burnoff oven. (NO GUARANTEE)				
CLASS 5	.90	.95	.98	
a. Spotwelder — standard fixtures. Operate only by hydromatic welder, DB-92, 93, on W-101 and 102, DB-101, DS-153, DP-141				
b. Stock selector—heavy work—fills orders.				
c. Shipping packer—leader				
d. Arc welder—trainee (limited to 6 mo. after attaining final rate)				
e. Enameler—infra-red oven				
CLASS 6	.90	.95	1.00	1.08
a. Operate punch press, brake & Cleveland punch—heavy work				
b. Setup and operate shear & cutoff press				
c. Setup and operate Acme and Detroit drill press, milling machine also setup and operate drill press on complicated work				
d. Bright dipping and silver flashing, DM-9				
CLASS 7	.95	1.00		
a. Shipping checker				
b. Enameler—gas oven				
c. Setup and operate bakelite saw				
CLASS 8	.95	1.02		1.10
a. Assemblers—diversified and special devices — heavy work. DS-64, 65, DM-82. Final panel assembly, DM-84, 85, 88, 96. DS-15 repair returned switches and assist on die setups DS-60, 71, 165, 166, 167				
b. Spotwelder—work diversified, partially equipped with fixtures—trim and box welding—setup and operate hydromatic and multi spot welder in DS-153, DB-93, on W-103 and 104, DB-95 and DM-87. Setup and operate hydromatic welder in DP-141				
c. Soldering — torch, complicated work				
d. Sawman—layout crates				
CLASS 9	1.00	1.04	....	.....
a. Stock selector — directs filling of orders				
b. Copper assembly in standard bus and feeder duct DM-85				
c. Switchboard trim and frame assembly				
d. Packing group leader				
e. Checking group leader				
CLASS 10	1.00	1.06	....	1.14
a. Setup and operate shear on special work				
b. Assembly leader — simple assemblies and devices — heavy work. DS-64, 65, 38; DM-81, 85, 87; DB-97, 102, 81, DM-86, DM-181, DS-165, 166, 167, 60. Assembler on repair track DB-17. Enamel leader—DB-17				
c. Spray man				
d. Spotwelder leader, directing work of others, work without fixtures. Work to B/P's, DB-92, 93, 95; also operate DB-94 welders, also setup and operate welder in DM-84 on special work				
e. Setup and operate Cleveland punch in DM-2				
f. Welder setup man—setup welders and fixtures on breakers and similar assemblies				

*Days actually worked—8 hours each or equivalent.

	Start	*30 Days	90 Days	Guaranteed Rate
CLASS 11	1.04	1.10	....	1.18
a. Setup and operate slitter				
b. Simple switchboard wiring and bussing under direction of leader				
c. Production machine operator on mill, radial drill, lathe and shaper in toolroom				
d. Assembly leader on complicated assemblies and devices — heavy work. DF-85, DM 84, 88, 82, DB-96; welder leader, DB-94				
e. Platers and chapmanizing furnace operator				
f. Setup and operate punch press				
CLASS 12	1.08	1.14		1.22
a. Setup and operate DM-1 and 2 brakes, also bender				
b. Arc welder				

	Start	*30 Days	90 Days	Guaranteed Rate
c. Assembly leader and layout in DM-85				
CLASS 13	1.10	1.16	.....	1.24
a. Die setter — punch press on progressive combination dies with pressure pads; also setup and operate DM-7 brake. Setup and operate toggle press in DM-11				
CLASS 14	1.12	1.18	.....	1.26
a. Punch press — setup and layout work				
b. Switchboard wireman and bus bar lead-off				
c. Arc Welder—leader				
d. Leader DB-99. Must also set and check dies				
CLASS 15	1.16	1.22	.....	1.30
a. Punch Press die checker				

*Days actually worked—8 hours each or equivalent.

FEMALE—INCENTIVE

29c shall be added to earned rate computed from base rates shown below or added to guaranteed rates where guaranteed rate is paid.

	Start	*30 Days	90 Days	Guaranteed Rate
CLASS 1	**.70	**.75	.80	.....
a. Tack rag, hand dipping and rack parts—light work				
b. Factory clerks				
c. Shipping packer and checker — light work				
CLASS 2	**.70	**.75	.82	.90
a. Assembler—simple assemblies and devices—light work. DS-15, DM-81 sub-assembly, DM-86 unit box assembly, DP-132 breaker and box assembly, also pasting and setup; DS-153 box assembly, DP-20, MO-4 breaker assembly, DP-33, Type M breaker assembly, DP-36 MO breaker assembly, DP-22 aircraft breaker assembly, DP-38 sub-assembly				
b. Operate only — spinners, rough grinder, buffing, automatic screwdriver, tappers, (except Natco) and riveter				
CLASS 3	**.75	.80	.86	.94
a. Assembler — diversified or more complicated assemblies and devices—light work. 136 MO device assy, DS-53, 54, 55, 58, 57, 59, 62, DM-81 unit ass'y 82, DS-151, 152, 154, 155, 165 and 52, DM-85, 181, DB-99, DP-132 device ass'y and calibration, DP-20 MO-4 device ass'y, DP-23, ML-3 breaker ass'y, DP-21 ML-2 breaker ass'y, DP-28-ML breaker ass'y, DP-29-ML-2 breaker ass'y, DP-37-ML breaker ass'y.				

*Days actually worked—8 hours each or equivalent.
**Minimum guarantee 80c plus 29c.

	Start	*30 Days	90 Days	Guaranteed Rate
b. Dip soldering				
c. Operate kick press and Natco — light work				
d. Setup and operate drill press, simple jobs, riveters, automatic screwdrivers, tappers (except Natco)—light work				
e. Operate only—automatic welders—light work				
f. Operate punch press — pliers and hand feed — simple light work. (Operators in this class except punch press operators on assembly and riveting operations shall automatically progress to Class 4f ninety days after attaining final rate)				
Operate grinder — light precision work				
CLASS 4	.80	.84	.90	.98
a. Assembly of fuse and breaker type panels—light work, DP-27, 31, 39				
b. Assembly leader — simple assemblies and devices — light work. DP-33, 22, 36, 20, DS-52, 53, 54, 55, 57, 58, 59, 62, DS-151, 152, 154, 155				
c. Setup and operate grinders—light work				
d. Stock selector — light work — fills orders				
e. Setup and operate Natco and setup and operate drill press on precision work—light work				
f. Operate punch press — any type light work, including strip jobs				
CLASS 5	.84	.88	.94	1.02
a. Assembly leader — diversified or more complicated devices and assemblies—light work. DP-28, 29, 37, 27, 39, 31, DP-136, 23, 21. Working leader setup and operate tappers in DM-6. DP-38 (2nd shift)				
b. Operate punch press (over 40 ton) brake and Cleveland punch —light work. P2001 oil gear press				

*Days actually worked—8 hours each or equivalent.

Article XX
NON-INCENTIVE WAGE RATE CLASSIFICATIONS

SQUARE D COMPANY

Classification and Rate Schedules—Detroit Plant

Effective May 26, 1947

MALE—NON-INCENTIVE

	Start	*30 Days	90 Days
CLASS 1	1.12	1.20	.....
a. Sweepers, janitors, elevator operators			
CLASS 2	1.17	1.22	1.28
a. Moveman — transportation and inspection dept.			
b. Tester — hydrostatic machine, raw stock tester, sorting and miscellaneous work			
c. Electric truck operator			
d. Laborers			
CLASS 3	1.21	1.26	1.32
a. Receiving room helper			
CLASS 4	1.28	1.36	.....
a. Tool crib attendant—stores and issues material			
b. Oiler			
CLASS 5	1.33	1.40	.....
a. Tool crib attendant—orders standard tools and supplies; also stores and issues material			
b. Receiving clerk—repair and returned material			
CLASS 6	1.37	1.45	.....
a. Final inspection on standard devices			
b. Millwright helper			
c. Parts inspection—heavy work			

*Days actually worked—8 hours each or equivalent.

d. Carpenter B
e. Oiler and machine inspector
f. Receiving department leader—2nd shift
g. Tool crib attendant leader

	Start	*30 Days	90 Days
CLASS 7	1.43	1.50	..
a. Final inspector—lighting & power panels and units, bus and feeder duct			
b. Inspection leader—standard switches and devices and parts inspection—2nd shift in AN-1; floor inspector leader AN-76			
c. Process inspection—assembly and welding depts.			
d. Inspection—repair and returned material			
CLASS 8	1.47	1.53	
a. Second class engineer			
b. Pipe fitter			
c. Packing planner in AF department			
d. Inspection leader — lighting and power panels, bus and feeder duct — regulator devices. DP-35, 38			
e. Receiving clerk			
f. Boiler operator and fireman			
CLASS 9	1.50	1.56	..
a. Millwright—repairs and new work			
b. Electrician			
c. Carpenter A			
d. Electrical maintenance on breaker inspection equipment			
e. Process inspection—punch press dept.			
f. Switchboard inspector			
CLASS 10	1.53	1.63	....
a. Electrician leader			
b. Machine repair man			

MODEL MAKERS

Model Maker "C"	1.52	1.59
Model Maker "B"	1.56	1.64
Model Maker "A"	1.61	1.69

*Days actually worked—8 hours each or equivalent.

PRINT SHOP RATES

	Rate Per Hour
Printing Pressman	1.74
Storekeeper—Clerk	1.19

TOOL AND DIEMAKERS

Class	Description	Rate
D	Repairmen who can repair any and all tools, dies, fixtures and templates	1.76—Start 1.81—30 Days
C	Repairmen on any and all tools, dies, fixtures, gauges and templates requiring replacement of one or more sections; reconditioning of sets of dies to produce parts as required, also reconditioning of shave dies.	1.86
B	Tool and dies makers who can build new tools, dies, fixtures and templates not considered complicated or intricate; also complete rebuilds.	1.91
A	Tool and diemakers who can build all new tools, dies, fixtures, gauges and templates; in fact any job from start to finish including all needed development work and adjustments to specified requirements.	1.96

MACHINE HANDS

MD	*Average Lathe Hand*—General turning, threading and boring of work by new men who are not familiar with our requirements. *Average Shaper Hand*—All kind of flat work or angles, slots or rough shapes.	1.70
MC	Average Grinder Hand or High Class Lathe or Shaper Hand. *Grinder Hand*—All kind of flat work on surface grinder or cylindrical work on external or internal grinding. *Lathe Hand*—Work of any kind including threading, boring die section or jig plates. *Shaper Hand*—Work of any kind including slotting die sections, working to lines on odd shapes, compound angles, etc.	1.75
MB	First class grinder hand who can handle any and all of our work on surface internal and external grinder.	1.80
MA	All around machine hand, includes intricate work on all machines; all type of work such as grinders, lathe, shaper and mill. *Group Leader*—Man that can perform all class of work, including intricate dies and repairs, and can also sub-let this work and supervise individual diemakers and machine hands. (Rate shall be 10c above the top rate of the classification he is leading).	1.85

FEMALE—NON-INCENTIVE

	Start	*30 Days	90 Days
CLASS 1	1.09	1.14	1.22
a. Visual inspection of parts and sub-assemblies and pasting breakers—light work			
b. Packing breakers and switches—light work			
CLASS 2	1.14	1.19	1.26
a. Inspect parts and sub-assemblies to B/P. Setup machine and millivolt on breakers—light work			
b. Final inspection on breaker and switch devices—light work			
CLASS 3	1.19	1.23	1.30
a. Calibrate breakers—light work			
b. Process inspector in assembly and welding depts.			
c. Inspector — track leader — simple assemblies and devices (in DS on small switches), special packing in DP, DP Department simple breaker tracks			
d. Schedule and label clerk—in Inspection Dept. in DS and DP			
CLASS 4	1.23	1.27	1.34
a. Inspector leader — complicated assemblies and devices — light work — (complicated breakers in DP); also leader of Class 3c inspectors in DS.			

*Days actually worked—8 hours each or equivalent.

COMPANY: Confidential (Lighting Fixtures)
UNION: Electrical Workers--CIO

LOCATION: Middle Atlantic
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: April 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Rates:	Per Hour
Firemen	$1.54½
Inspectors	$1.15½
Dry Pressers	$1.31
Maintenance (Class A)	$1.37½
Maintenance (Class B)	$1.24½

Shift Bonus: 10% for night work

COMPANY: Confidential (Electric Motors)
UNION: Electrical Workers--CIO

LOCATION: Middle Atlantic
SIZE OF COMMUNITY: 25-100,000
EFFECTIVE DATE: June 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 80¢ min. starting wage; 5¢ increase after 4 wks; 5¢ additional increase every 4 mos. until classification scale reached

Shift Bonus: 10¢ on 2nd and 3rd shift

WAGE SCHEDULE — MAIN PLANT

Labor Grade	Job Rate Effective June 1, 1947
1	$1.70
2	1.62
3	1.53
4	1.45
5	1.38
6	1.31
7	1.22
8	1.15
9	1.07
10	1.00

WAGE SCHEDULE — FOUNDRY DIVISION

Job Titles	Job Rate Effective June 1, 1947
A Molder A Coremaker A Melter	$1.45
B Molder B Coremaker Furnace Maintenance Man A Pouroff	1.32
B Melter B Pouroff Control Man C Molder C Coremaker Cutoff Labor Shipping & Receiving Clerk	1.18
Grinder Molding Floor Labor Coreblowing Operator Coremaking Sand Mixer	1.11
Common Labor	1.04

COMPANY: Minneapolis-Honeywell Regulator Co.
UNION: Electrical Workers--CIO

LOCATION: Minneapolis, Minn.
SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: February 1947
WAGE REOPENING: None specified; 2-yr. agmt.

Shift Bonus: 7½% on 2nd, 12½% on 3rd shift

(a) All employees assigned to jobs covered by the job evaluation plan.

Start	.76	
After 1 Month	.81	
After 2 Months	.86	
After 3 Months	.90	Labor Grade 11
After 4 Months	.93	
After 5 Months	.96	
After 6 Months	.99	Labor Grade 10
After 7 Months	1.02	
After 8 Months	1.05	
After 9 Months	1.08	Labor Grade 9
After 10 Months	1.11	
After 11 Months	1.14	
After 12 Months	1.17	Labor Grade 8
After 14 Months	1.20	
After 16 Months	1.23	
After 18 Months	1.26	Labor Grade 7

After 20 Months	1.29	
After 22 Months	1.32	
After 24 Months	1.35	Labor Grade 6
After 28 Months	1.38	
After 32 Months	1.41	
After 36 Months	1.44	Labor Grade 5
After 40 Months	1.47	
After 44 Months	1.50	
After 48 Months	1.53	Labor Grade 4
After 56 Months	1.56	
After 64 Months	1.59	
After 72 Months	1.62	Labor Grade 3
After 80 Months	1.65	
After 88 Months	1.68	
After 96 Months	1.71	Labor Grade 2
After 104 Months	1.74	
After 112 Months	1.77	
After 120 Months	1.80	Labor Grade 1

(b) Cost Department - Factory Timekeepers

Start	.86
2nd Month	.90
3rd Month	.93
5th Month	.96
7th Month	1.01
9th Month	1.06
12th Month	1.11
15th Month	1.16
18th Month	1.21

(c) Stores Department - Miscellaneous Employees

Smock Room Attendant

Start	.77
After 1 Month	.81
After 2 Months	.86
After 3 Months	.90

Smock Room Group Leader (Position filled by promotion from Smock Room Attendant)

Start	.90
After 1 Month	.93
After 2 Months	.96
After 3 Months	.99
After 4 Months	1.02
After 5 Months	1.05
After 6 Months	1.08

Stock Record Clerk

Start	.76
After 1 Month	.81
After 2 Months	.86
After 3 Months	.90
After 4 Months	.93
After 5 Months	.96
After 6 Months	.99

Junior Change Order Clerk (Position filled by promotion from Stock Record Clerk)

Start	.99
After 1 Month	1.02
After 2 Months	1.05
After 3 Months	1.08

Senior Change Order Clerk (Position filled by promotion from Stock Selector)

Start	1.17
After 2 Months	1.20
After 4 Months	1.23
After 6 Months	1.26

Mail Boy (or girl)

Start	.71
After 1 Month	.76
After 2 Months	.81
After 3 Months	.86

(d) Hourly Paid Employees - Cafeterias

Cafeteria Workers

General Help (Male)

Start	.81
3rd Month	.86

General Help (Female)

Start	.71
3rd Month	.76

Cashier

Start	.71
3rd Month	.81

Cook

Start	.76
3rd Month	.86
7th Month	.91

Head Sandwich Girl

Start	.71
3rd Month	.81

Head Salad Girl

Start	.71
3rd Month	.81

Clerk - Checker

Start	.71
3rd Month	.81

Food Checker

Start	.71
3rd Month	.81

Head Cashier

Start	.71
3rd Month	.81

(e) Hourly Paid Employees - Tool Design Department

Class A	1.67	1.86
Class B	1.47	1.66
Class C	1.27	1.46
Learner		
Start		.90
After 1 Month		.93
After 2nd Month		.96
After 3rd Month		.99
After 4th Month		1.02
After 5th Month		1.04
After 6th Month		1.08
After 7th Month		1.11
After 8th Month		1.14
After 9th Month		1.17
After 11th Month		1.20
After 13th Month		1.23
After 15th Month		1.26

(f) Factory Department Desk Girls and Schedule Clerks

Start	.76	
After 1 Month	.79	
After 2 Months	.82	
After 3 Months	.85	
After 4 Months	.88	
After 5 Months	.91	
After 6 Months	.94	
After 7 Months	.97	

(g) Janitresses

Start	.76	
After 1 Month	.81	
After 2 Months	.835	2612-1
Group Leader	.95	2613-1

(h) Manufacturing Planning Clerks

Start	.76	
After 1 Month	.81	
After 2 Months	.86	
After 3 Months	.90	Manufacturing Crib Clerk 253[illegible]
After 4 Months	.93	
After 5 Months	.96	
After 6 Months	.99	Manufacturing Order Clerk 2531-1
After 7 Months	1.02	
After 8 Months	1.05	
After 9 Months	1.08	Planning Clerk 2532-1
After 10 Months	1.11	
After 11 Months	1.14	
After 12 Months	1.17	Chief Clerk, Metal Finishing 2534-1
After 14 Months	1.20	

After 16 Months	1.23
After 18 Months	1.26
After 20 Months	1.29
After 22 Months	1.32
After 24 Months	1.35 Chief Clerk Punch Press 2533-1

COMPANY: Westinghouse Electric Corp. (Sturtevant Div.)
UNION: Machinists

LOCATION: Boston, Mass.
SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: April 1947
WAGE REOPENING: None specified; 1-yr. agmt

Shift Bonus: 10% on shifts which end before 9 a.m. and after 9 p.m.

Key Sheet. Effective March 17, 1947, the following key sheet will apply except for students, apprentices, and erection men on negotiated rates not a part of the standard key sheet. Powerhouse employees' rates have been reconciled to the standard job grades at rates 10 cents above the published key sheet in conformity with area practice.

(Prod. & Maint. Employees)

LABOR GRADE	MINIMUM	MIDPOINT	MAXIMUM	LABOR GRADE	MINIMUM	MIDPOINT	MAXIMUM
1	1.40	1.47	1.55	5	1.11	1.13	1.15
2	1.30	1.33	1.37	6	1.06	1.08	1.10
3	1.21	1.24	1.27	7	1.01	1.03	1.05
4	1.16	1.18	1.20	8	.95	.97	1.00

SHOP CLERKS KEY SHEET

OCCUPATION NO.	OCCUPATION TITLE	RATE RANGE		
0-12	Duplicating Machine Operator	.80	.85	.90
0-11	File Clerk	.80	.85	.90
0-1	Time Clerk C	.85	.90	.95
0-10	Typist A	.85	.90	.95
0-13	Production-Record Clerk	.85	.90	.95
0-9	Foreman's Clerk	.85	.90	.95
0-2	Time Clerk Class B	.90	.95	1.00
0-8	Stenographer B	.90	.95	1.00
0-14	Manufacturing-Information Clerk	.95	1.00	1.10
0-3	Time Clerk A	1.05	1.10	1.15
0-15	Receiving Clerk	1.05	1.15	1.25
0-16	Ledgerman	1.05	1.15	1.25
0-17	Production Chaser	1.10	1.15	1.25
0-18	Shipping Clerk	1.10	1.15	1.25
0-4	Inspector D	1.05	1.10	1.15
0-5	Inspector C	1.20	1.25	1.30
0-6	Inspector B	1.35	1.40	1.45
0-7	Inspector A	1.50	1.55	1.65

3. Rate Progression

Employees shall be assigned to a job classification and labor grade based on a description of the work normally performed and shall be paid the minimum rate of the rate range; and not later than the first of the seventh month from the date of starting in that position classification, they will be increased to the qualifying rate of their rate range if the supervisor retains them on that position. Employees will not be eligible for the qualifying rate in less than three months. If the employee is not satisfactory on that position, he must be moved to work which he can perform during the probationary period or he will be considered a regular employee on that position. Increases from the qualifying rate to the maximum rate of the labor grade will be made after six months and will be reserved for employees meriting the rate on the basis of being able to perform the full range of the work for that position.

COMPANY: Confidential (Electric Motors)
UNION: Electrical Workers--CIO

LOCATION: Great Lakes
SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: June 1947
WAGE REOPENING: June 1948

Hiring Rate: 80¢ for learners; $1.00 min. after 12 wks.

Shift Bonus: 10¢ on 2nd and 3rd shift

COMPANY: P.R. Mallory & Co., Inc.

UNION: Electrical Workers--CIO

LOCATION: Indianapolis, Ind.
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: May 1948
Shift Bonus: 10¢ for night work

Grade	
I	$ .90-1.01
II	.96-1.07
III	1.02-1.14
IV	1.08-1.21
V	1.15-1.29
VI	1.21-1.36
VII	1.27-1.43
VIII	1.36-1.53
IX	1.46-1.64
X	1.56-1.76
XI	1.67-1.88

COMPANY: Confidential (Electric Motors, Generators)
UNION: Electrical Workers--CIO

LOCATION: Great Lakes
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 95¢, 5¢ increases to base rate

Shift Bonus: 10% on 2nd and 3rd shift

Note: The base rate in the schedule below is the guaranteed rate.

Labor Grade	Base Rate	Incentive Rate	Qualifying Time
10-23	$1.05	$1.10	2 months
9-22	1.13	1.18	4 months
8-21	1.21	1.27	7 months
7-20	1.30	1.36	11 months
6	1.38	1.45	15 months
5	1.46	1.53	15 months
4	1.54	1.62	
3	1.62	1.70	
2	1.71	1.79	
1	1.79	1.88	

COMPANY: P.R. Mallory & Co., Inc.

UNION: Electrical Workers--CIO

LOCATION: North Tarrytown, N.Y.
SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: July 1947
WAGE REOPENING: July 1948
Shift Bonus: 10¢ for night work

Grade I	$ .92-1.06
Grade II	1.01-1.13
Grade III	1.07-1.20
Grade IV	1.14-1.28
Grade V	1.21-1.36
Grade VI	1.29-1.45
Grade VII	1.38-1.55
Grade VIII	1.48-1.66
Grade IX	1.58-1.78

PROGRESSIONS WITHIN LABOR GRADES

At the end of forty-five (45) days, employees in Labor Grade I shall automatically progress to the mid-point of the Grade, and at the end of the next forty-five (45) days, such employees shall progress to the maximum of that Grade.

In all other Labor Grades, newly hired employees shall progress to the mid-point of the grade forty-five (45) days after they have entered such Labor Grade, and the Company will grant such employees a merit increase above the mid-point each forty-five (45) days to the maximum of that grade, provided he has attained normal production requirements.

COMPANY: Landers, Frary & Clark

UNION: Electrical Workers--CIO

LOCATION: New Britain, Conn.

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; agmt. expires Sept. 1948

Hiring Rate: 85¢ for men, 77¢ for women

Shift Bonus: 7% on 2nd, 10% on 3rd shift

Labor Grade	Job Evaluation Point Range	Rate Ranges: Standard Day Rates No. 1	No. 2	No. 3	No. 4	No. 5
12	305- 350	$0.77	$0.79	$0.81	$0.83	$0.85
13	355- 400	.79	.81	.83	.85	.88
14	405- 450	.83	.85	.87	.89	.91
15	455- 500	.85	.87	.89	.91	.94
16	505- 550	.87	.89	.92	.94	.97
17	555- 600	.90	.92	.95	.98	1.01
18	605- 650	.94	.97	1.00	1.03	1.06
19	655- 700	.98	1.01	1.04	1.07	1.11
20	705- 750	1.03	1.06	1.10	1.13	1.18
21	755- 800	1.08	1.12	1.17	1.21	1.25
22	805- 850	1.16	1.20	1.25	1.30	1.35
23	855- 900	1.24	1.30	1.35	1.41	1.47
24	905- 950	1.36	1.42	1.48	1.54	1.60
25	955-1000	1.49	1.56	1.61	1.68	1.73

The primary purpose of the Employer's standard procedures is to provide a standard basis for the establishment of fair and equitable piece work rates on all jobs, within the provisions of this Article XII, such that the piece work earnings of a normal operator working with reasonable incentive skill and effort under normal working conditions should be not less than 120% of Rate No. 5 of the labor grade classification of the respective jobs. This shall not constitute a guarantee, however, that each operator will receive piece work earnings of 120% of Rate No. 5 on each job since an operator must be a normal operator working with reasonable incentive skill and effort in order to earn 120%. It is recognized that production difficulties resulting from shortages of materials and other abnormal conditions will adversely effect incentive earnings of operators on particular jobs from time to time. Incentive earnings on jobs affected by such abnormal conditions shall not be the basis for any grievances. Any dispute arising as to jobs so affected may be submitted to arbitration for determination as to whether such conditions exist.

Section 5. All employees doing piece-rated work shall be assigned and paid standard day rates within the rate range for the labor grade classification of their work in accordance with the Employer's standard procedures.

(a) Employees shall be assigned day rates on the basis of their individual hourly piece work earnings for definite periods of time. The day rates assigned shall be the highest rates in the respective labor grades which plus ten per cent (10%) of such rates shall most nearly equal but not exceed the average hourly piece work earnings for the required period. The required periods of time to be eligible for the various standard day rates are as follows:

For Rate No. 2 and No. 3
One (1) Payroll Month

For Rates No. 4 and No. 5
One (1) Payroll Quarter

(b) Employees' day rates shall be reviewed after each required period of time in an occupation and adjusted up or down according to their average hourly piece work earnings for that period. No employee, however, shall have his day rate reduced below the mid-point of the rate range (Rate No. 3) nor shall an employee with Rate No. 2 be reduced to Rate No. 1 because of earnings in an occupation.

(c) The day rates assigned to employees shall be guaranteed against change until next review except when employees are transferred to another occupation due to lack of work or disciplinary reasons, or when employees request or voluntarily accept transfers.

(d) The day rates shall be used for the following wage purposes.

(1) The minimum wage rate for total time on piece-rated work in a work week.

(2) The minimum wage rate for work performed on individual jobs in another occupation to which employee is temporarily assigned.

(3) The wage rate for all working time lost while an employee is working on piece-rated work due to Downtime, Company meetings, power breakdown, and Union work.

(4) The wage rate for other work done for the benefit of the Employer.

(5) The wage rate for all piece-rated work for which no piece rates have been established or for which the piece rates have been temporarily suspended.

(e) Employees with average hourly piece work earnings for a payroll quarter of 15% or more above the maximum of the rate range shall also be assigned special day rates equal to 90% of their average hourly piece work earnings. These special day rates shall be paid, instead of standard day rates, for

(1) Other work done for benefit of the Employer which, in general is limited to

work on new models, experimental models, and to rush jobs of a special nature.

(2) All piece-rated work for which no piece rates have been established or for which the piece rates have been temporarily suspended.

(3) Union work as set forth in Article X, Section 4.

(f) These day rates shall not apply to day-rated work which is regularly part of an employee's assigned duties. Such work shall be paid for in accordance with Section 6 of this Article XII.

Section 6. All employees doing day-rated work shall be assigned and paid standard day rates within the rate ranges for the labor grade classification of their work in accordance with the Employer's standard procedures.

(a) Employees regularly performing work in more than one day-rated occupation shall be assigned separate day rates for each occupation.

(b) Employees shall be assigned day rates in accordance with their performance on their work as measured by —

Progress from effective date of employee's current rate.
Quality of work performed.
Quantity of work performed.
Amount of supervision required.

(c) The periods of service in an occupation which are required before employees shall be eligible for rate reviews are as follows:

Occupations in Labor Grades	Period of Service For Rate Review
12-17	3 Payroll Months
18-21	4 " "
22-25	6 " "

(d) Employees with standard day rates Nos. 1 and 2 shall have their rates reviewed on completion of each period of service in an occupation. Employees with day rates Nos. 3 and 4 shall be eligible for rate reviews on completion of required period of service following last rate adjustment. This shall not be construed as limiting merit increases to the next higher rate within the rate range.

(e) The day rates assigned to employees for work in an occupation shall be used for all working time spent on such work including time lost due to Downtime, Company meetings, power breakdown, other work for benefit of the Employer, and Union work.

(f) These day rates shall not apply to piece-rated work which is regularly part of an employee's assigned duties. Day rates applying to such work shall be assigned in accordance with Section 5 of this Article XII.

COMPANY: Confidential (Motors and Generators)
UNION: Machinists

LOCATION: Middle West
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 80¢ for apprentice machinists and tool and die makers

Shift Bonus: 10% for night work

	Rate per hour
Tool and Die Makers	$ 1.90
Journeyman Machinists	1.74
Journeyman Welders	1.74
Electric Arc Welder	1.49
Specialists	1.54
Pattern Makers	1.54
Armature & Stator Winders	1.54
Field Winders	1.44
Commutator Pole Winders	1.29
Coil Winders	1.24
Assemblers	1.54
Sub-Assemblers	1.44
Punch Press Operate & Set Up	1.54
Punch Press Operator	$ 1.44
Insulators and Tapers	1.19-1.24
Painters	1.54

	Rate per hour
Shipping Clerks	1.54
Helpers	1.29
Sanders	1.29
Crane Operators	1.44
Material Handlers	1.39

COMPANY: Confidential

UNION: Machinists

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ on 2nd and 3rd shift

DAY WORKERS

Group No. 1

Job Classification	Min.	Max.
Toolmaker	1.16	1:28
Machinists	1.16	1.26

Group No. 2

Job Classification	Min.	Max.
Toolmaker	1.06	1.16
Machinists	1.06	1.16
Setup	1.06	1.16
Electrician	1.06	1.16
Plater	1.06	1.16
Inspector A	1.06	1.16
Automotive Mechanic	1.06	1.16
Apparatus Wireman A	1.06	1.16
Tester, Wired Radio A	1.06	1.16
Layout Man	1.06	1.16

Group No. 3

Job Classification	Min.	Max.
Machinists	.96	1.06
Maintenance	.96	1.06
Tester, Wired Radio B	.96	1.06
Fork Lift Truck Op	.96	1.06
Stockman	.96	1.06
Apparatus Wireman B	.96	1.06
Surface Grinder	.96	1.06
Inspector B	.96	1.06

Group No. 4

Job Classification	Min.	Max.
Shipper	.86	.96
Guard	.86	.96
Watchman Stoker Att	.86	.96
Common Laborer	.86	.96
Porter	.86	.96
Inspector C	.86	.96
Class B Assembler	.86	.96

Group No. 5 (Female)

Job Classification	Min.	Max.
Inspector E	.73	.83
Assembler E	.73	.83
Packer E	.73	.83

Group No. 6

Job Classification	Min.	Max.
Apprentice Toolmaker & Machinist	.66	1.01
Learner Welder	.86	.96

Group leaders are paid at a rate of 10c above the maximum allowed for their job classification.

PREMIUM WORKERS

Premium and Down Time Rates

Group No. 1

Job Classification	Premium Rate Range Min.	Premium Rate Range Max.	Down Time Range Min.	Down Time Range Max.
Welder B	1.05	1.145	.86	.90
Forge Mach. Op	1.05	1.145	.86	.90
Roll Thread Op	1.05	1.145	.86	.90

Where forge machine and roll thread operators in the above group are authorized to make their own setups, they will be paid for such setup time at the rate of $1.065 per hour.

Group No. 2

Punch Press Op	.98	1.075	.82	.86
Drill Press Op	.98	1.075	.82	.86
Threading Mach. Op	.98	1.075	.82	.86
Production Mach. Op	.98	1.075	.82	.86
Spot Welder	.98	1.075	.82	.86
Forge Heater	.98	1.075	.82	.86
Tapper	.98	1.075	.82	.86
Lead Caster	.98	1.075	.82	.86
Shearman	.98	1.075	.82	.86
Welder C	.98	1.075	.82	.86
Street Lighting Ass	.98	1.075	.82	.86
Airport Lighting Ass	.98	1.075	.82	.86
Fuse Assembler	.98	1.075	.82	.86
Pole Line Hardware Ass	.98	1.075	.82	.86
Production Blacksmith	.98	1.075	.82	.86

When machine operators in the above group are authorized to make their own setups, they will be paid for such setup at the rate of $1.005 per hour.

Pickler .....$1.235 (per man-hour for regular work) .84

(In addition the pickler will receive 13 cents per hour for hours worked toward cost of clothing)

Galvanizer....$1,235(Per man-hour for regular work) .84

Ropeman .... 1.045 (per man-hour for regular work) .84

Pickler Helper, Spinner Wheeler 1.005 (per man-hour for regular work) :84

Group No. 3

Job Classification	Min.	Max.	Min.	Max.
Spray Paint Op	.91	1.005	.82	.86
Bonderizer	.91	1.005	.82	.86

Group No. 4

Helper	.88	.975	....	....

Group No. 5

Production Packer	.81	.905	....	....

Group No. 6 (Female)				
Drill Press Opr. E	.77	.885	.68	.78
Spot Welder E	.77	.885	.68	.78
Tapper E	.77	.885	.68	.78
Nutting Room, Assembler E	.77	.885	.68	.78
Street Lighting, Assembler E	.77	.885	.68	.78
Fuse Assembler E	.77	.885	.68	.78
Pole Line Hardware, Assembler E	.77	.885	.68	.78
Airport Lighting, Assembler E	.77	.885	.68	.78
Wired Radio, Assembler E	.77	.885	.68	.78

COMPANY: Confidential (Precision Products)
UNION: Electrical Workers--CIO

LOCATION: Middle Atlantic
SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947
WAGE REOPENING: Permitted if BLS' Index shows "substantial increase."

Hiring Rate: 85¢ for trainees, 5¢ increase after 3 mos.

Shift Bonus: 15% on 2nd and 3rd shift

Note: The following rates apply to cafeteria employees.

Classification	Going Rate	Classification	Going Rate
Baker	$1.52	General Food Attendant	$1.15
Bus Boy/Girl	1.05	Kitchen Man	1.10
Cashier Checker	1.10	Pot and Dish Washer	1.10
Cashier Checker (Head)	1.15	Second Cook	1.21
Chef	1.72	Vegetable Preparer	1.10
First Cook	1.52	Waitress	1.15
Food Storeroom Attendant	1.31		

Note: These rates cover production and maintenance employees.

LABOR GRADES	RANGE IN EVALUATED POINTS	GOING RATES DOLLARS AND CENTS	LABOR GRADES	RANGE IN EVALUATED POINTS	GOING RATES DOLLARS AND CENTS
1	484 - 524	$1.05	10	845 - 884	$1.52
2	525 - 564	1.10	11	885 - 924	1.57
3	565 - 604	1.15	12	925 - 964	1.62
4	605 - 644	1.21	13	965 -1004	1.67
5	645 - 684	1.26	14	1005 -1044	1.74
6	685 - 724	1.31	15	1045 -1084	1.80
7	725 - 764	1.36	16	1085 -1124	1.85
8	765 - 804	1.42	17	1125 -1163	1.90
9	805 - 844	1.47			

COMPANY: Confidential (Cables, Conduits)
UNION: Electrical Workers--AFL

LOCATION: Middle Atlantic
SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: April 1947
WAGE REOPENING: April 1948

Minimum Rate: $1.00½ for men, .90½ for women

Shift Bonus: 5¢ on 2nd and 3rd shift

COMPANY: Confidential

UNION: Electrical Workers--CIO

LOCATION: Great Lakes
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: May 1948
Shift Bonus: 5¢ for night work

DAY WORK RANGES

LABOR GRADE D-1 RATE RANGE
—1.44 to 1.58
Tool Makers (Grade B)
Machinist "B"
Electrician

LABOR GRADE D-2 RATE RANGE
—1.38 to 1.53
Tool Makers (Grade C)
Experimental
Machinist "C"

LABOR GRADE D-2X RATE RANGE
—1.18 to 1.38
Machine Repairman (Tool Room)
Carpenter "A"

LABOR GRADE D-3 RATE RANGE
—1.18 to 1.33
Millwrights (B)
Tool Grinders (A)
Set-up (Punch Press)
Set-up (Hand Screw)
Set-up (Drill Press)
Carpenters (B)
Pipe Fitters
Plater, Working Foreman
Set-up (Fuse)
Electrician "C"
Forge, Working Foreman

LABOR GRADE D-3X RATE RANGE
—1.13 to 1.28
Set-up (Cementing)
Short Run (Punch Press)
Short Run (Drill Press)
Short Run (Hand Screw)
Short Run (Lathe and Shaper)
Lay-out

LABOR GRADE D-4 RATE RANGE
—1.13 to 1.25
Set-up (Hi-Tension)
Millwright (C)
Carpenter (C)
Hi-Tension Assembler
Plater
Set-up (Forge)
Set-up (Drill Press) (D)
Watchman—Fireman

LABOR GRADE D-5 RATE RANGE
—1.055 to 1.18
Pickler
Set-up (Arrester)
Short Run (Welding)
Set-up (Fuse Link)
Truck Driver
Oiler
Samples (Reg. Assembly)
Select Stock Division Man
Heavy Duty Truck Operator
Set-up (Regular and Bracket Assembly)
Top Scale Man (Mach. Shop. Galvanize, Plating)

LABOR GRADE D-6 RATE RANGE
—.98 to 1.105
Stock Clerks
Millwright Helper
Scale Man
Set-up (Lead Head)
Short Run (Reg. Assembly)
Short Run (Fuse)
Set-up Helper (Forge)
Paint Spray (Short Run)
Electrician Helper
Carpenter Helper
Washman (Machine Shop)
Set-up (Capacitor)

LABOR GRADE D-7 RATE RANGE
—.93 to 1.03
Tool Grinder (C)
Plater Helper
Wash Man
Inspector (D)

LABOR GRADE D-8 RATE RANGE

Start	.905	30 days	.930
60 days	.980	90 days	1.030

Truckers
Dross
Sweepers
Laborers
Pension

LABOR GRADE D-9 RATE RANGE
—.845 to .955
Plater Hooker
Requisition Clerk
Inspector (E)

PREMIUM WORKER RANGES

LABOR GRADE P-1 RATE RANGE

	Start	30 Days	60 Days	Merit
Std. Hr.	1.265	1.300	1.330	1.400
Min. Guar.	1.080	1.100	1.130	1.190
Day Work	1.030	1.030	1.030	1.030

Assemblers (Hi-Tension)

LABOR GRADE P-2 RATE RANGE

Std. Hr.	1.055	1.090	1.125	1.195
Min. Guar.	.900	.930	.960	1.020
Day Work	1.030	1.030	1.030	1.030

Pour Lead Heads
Forger
Welder (Production)

LABOR GRADE P-3 RATE RANGE

Std. Hr.	.935	.985	1.040	1.155
Min. Guar.	.790	.840	.880	.980
Day Work	1.030	1.030	1.030	1.030

Assemblers (Arrester B)
Paint Spray

LABOR GRADE P-3A RATE RANGE

Gr. Bonus	.715	.755	.795	.885
Day Work	1.030	1.030	1.030	1.030

Crater (Export)
Car Loader (Shipping)
Shipper

LABOR GRADE P-4 RATE RANGE

Std. Hr.	.975	1.015	1.045	1.110
Min. Guar.	.830	.860	.890	.940
Day Work	1.030	1.030	1.030	1.030

Hand Screw Machine Operator

LABOR GRADE P-4A RATE RANGE

Gr. Bonus	.745	.775	.800	.850
Day Work	1.030	1.030	1.030	1.030

Biller (Shipping)

LABOR GRADE P-5 RATE RANGE

Std. Hr.	.935	.975	1.015	1.090
Min. Guar.	.790	.830	.860	.930
Day Work	1.030	1.030	1.030	1.030

Drill Press Operator
Punch Press Operator
Heater (Forge)
Assemblers (Fuse Dept.)
Die Cast Operator
Bracket Assemblers
Assemblers((Reg. Assem.) (C)
Assemblers (Capacitor)

LABOR GRADE P-5A RATE RANGE

Gr. Bonus	.715	.745	.775	.835
Day Work	1.030	1.030	1.030	1.030

Galvanizers
Packers (Shipping) "B"

LABOR GRADE P-6 RATE RANGE

Std. Hr.	.935	.975	1.000	1.040
Min. Guar.	.790	.830	.850	.880
Day Work	1.030	1.030	1.030	1.030

Grinder, Rough
File Castings

LABOR GRADE P-7 RATE RANGE

Std. Hr.	.815	.895	.975	.975
Min. Guar.	.690	.760	.830	.830
Day Work	.880	.880	.880	.880

Pour Lead Heads (Helper)
Parcel Post Clerk
Assembler, Arrester (E)
Assembler, Fuse (E)
Assembler, Regular (E)
Assembler, Link (E)
Machine Oper. (Machine Shop)
Packers "C"
Pack-winders
Assemblers, Capacitor (E)

COMPANY: Confidential

UNION: Electrical Workers--CIO

LOCATION: Middle West

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: Once after May 1948; 2-yr. agmt.

Shift Bonus: 10% for night work

Grade	Starting Rate	Job Rate
32	$ .83	$ .95
33	.87	1.03
34	.97	1.13
35	1.02	1.21
36	1.09	1.32
37	1.18	1.41
38	1.28	1.52
39	1.37	1.62
40	1.48	1.73
41	1.59	1.84

COMPANY: Confidential

UNION: Steelworkers--CIO

LOCATION: Middle West
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: June 1947
WAGE REOPENING: June 1948
Shift Bonus: 5¢ on 2nd, 8¢ on 3rd shift

Assembler*	.84
Janitor	.97
Packer	1.02
Shipper	1.07
Maintenance Man	1.30
Punch Press	1.09
Pickler Helper*	.99
Galvanizer—A*	1.09
Conveyor Man	1.09
Pickler*	1.09

*Assembler, Galvanizer—A, Pickler, and Pickler Helper incentive workers will receive in addition a 10c per hour "spot" for each actual hour worked. This "spot" would also applv in the event "call-in" pay is required.

COMPANY: Confidential

UNION: Electrical Workers--CIO

LOCATION: Great Lakes
SIZE OF COMMUNITY: 25-100,000
EFFECTIVE DATE: June 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 83¢ for new employees and learners on incentive jobs

Shift Bonus: 5¢ on 2nd, 8¢ on 3rd shift

Job Titles for IR Workers	Job. Eval. Y Rate on New Employees and Transfers	X Rate
CLASS 3		
Wind Coils 333 500 KVA	$1.19½-1.24½	$1.09½-1.14½
CLASS 4		
Wind Coils 100 250 KVA	1.13 -1.18	1.09½-1.14½
CLASS 5		
Turret Lathe First Class	1.06½-1.11½	.93½- .98½
Arc Weld 150 KVA Tanks	1.06½-1.11½	1.09½-1.14½
Floor Assembly	1.06½-1.11½	.93½- .98½
CLASS 6		
Wind Coils 37½-75 KVA	1.00½-1.05½	.90½- .95½
Arc Weld 100 KVA	1.00½-1.05½	.97 -1.02
Repair Arc Weld	1.00½-1.05½	1.03 -1.08
Shearman Large Tank Sq. T.	1.00½-1.05½	.84 - .89
Turret Lathe Second Class	1.00½-1.05½	.87 - .92
Large Casing	1.00½-1.05½	.90½- .95½
Line 4 Assembly	1.00½-1.05½	.87 - .92
Press Operator Setup T	1.00½-1.05½	.87 - .92
CLASS 7		
Wind Coils 7½-25 KVA	.97 -1.02	.84 - .89
Spray Paint	.97 -1.02	.87 - .92
Arc Weld 25 KVA	.97 -1.02	.87 - .92
Line 3 Assembly	.97 -1.02	.87 - .92
Shot Blast Tank Shop	.97 -1.02	.90½- .95½
Arc Weld or Braze ASY	.97 -1.02	.90½- .95½
Saw Production Blocks	.97 -1.02	.84 - .89
Shape Tanks	.97 -1.02	.90½- .95½
Pattern Maker Layout Tank	.97 -1.02	.90½- .95½
Punch Press Operator	.97 -1.02	.84 - .89
CLASS 8		
Wind Coils 1½-5 KVA	.94 - .99	.77½- .82½
Shearman 10 CA Tank Shop	.94 - .99	.84 - .89
Drill Press Misc. Class A	.94 - .99	.81 - .86
Resistance Welding	.94 - .99	.90½- .95½
Drill Press Oper. Class B	.94 - .99	.77½- .82½
CLASS 9		
Stack Core Steel	.92 - .97	.90½- .95½
Wind Core	.92 - .97	.81 - .86
Power Shear Core Steel	.92 - .97	.90½- .95½
Slitter Insulation	.92 - .97	.81 - .86
Assy. Complete Line 1 & 2	.92 - .97	.81 - .86
Line Casing	.92 - .97	.84 - .89
Busing Maker	.92 - .97	.81 - .86
Forming Round Tanks	.92 - .97	.84 - .89
Power Shear Core St. W. Helper	.92 - .97	.84 - .89
CLASS 10		
Coverman	.90½- .95½	.84 - .89
Drill Press Operator Cl. C	.90½- .95½	.74 - .79
Auto Shear Core Steel	.90½- .95½	.90½- .95½
Crating	.90½- .95½	.77½- .82½
Degreaser	.90½- .95½	.81 - .86
Oil Leak Test	.90½- .95½	.81 - .86
Brazer REA	.90½- .95½	.81 - .86
Leakage Tank Test	.90½- .95½	.81 - .86
Line Casing REA	.90½- .95½	.84 - .89
Insulation Fabrication REA	.90½- .95½	.74 - .79
Assembly REA	.90½- .95½	.74 - .79
Casing Loader	.90½- .95½	.77½- .82½
Circ. Shear and Helper	.90½- .95½	.84 - .89
Wire Brush and Chip Tanks	.90½- .95½	.81 - .86
Bolt Threader	.90½- .95½	.77½- .82½
CLASS 11		
Tube Bender	.87½- .92½	.84 - .89
Pwr. Shear Core St. Helper	.87½- .92½	.81 - .86
Unmasker	.87½- .92½	.77½- .82½
Stamp Name Plates	.87½- .92½	.77½- .82½
Masker	.87½- .92½	.77½- .82½
Washing Tanks Round	.87½- .92½	.81 - .86
Marking Tanks	.87½- .92½	.81 - .86
Small Parts Assembly	.87½- .92½	.74 - .79
Unmasker REA	.87½- .92½	.77½- .82½
Prepare for Paint	.87½- .92½	.77½- .82½
CLASS 12		
Stamp Identification Tags	.84 - .89	.74 - .79

JOB TITLES FOR DAY WORKERS

	RATE RANGE
Class 1	
Die Maker	$1.48-1.53

	RATE RANGE
Class 2	
Tool Maker 1st Cl.	1.38-1.43
Class 3	
Electrician 1st Cl.	1.28-1.33
Tool Maker 2nd Cl.	1.28-1.33
Class 4	
Analyst	1.23-1.28
Electrical Inspector A	1.23-1.28
Millwright 1st Cl.	1.23-1.28
Carpenter 1st Cl.	1.23-1.28
Class 5	
Ass. Analyst Utility Plant	1.18-1.23
Switch Board Operator	1.18-1.23
Millwright 2nd Cl.	1.18-1.23
Electrician 2nd Cl.	1.18-1.23
Model Maker	1.18-1.23
Annealer & Air Comp. Op.	1.18-1.23
Gen. Maintenance Welding	1.18-1.23
Class 6	
Electrical Inspector B	1.13-1.18
REA Impregnator	1.13-1.18
Carpenter 2nd Cl.	1.13-1.18
Elec. Experimental 1st Cl.	1.13-1.18
Ripping Maple Blocks	1.13-1.18
Impregnator	1.13-1.18
Chief Wire Tester	1.13-1.18
Class 7	
Impregnator Helper	1.08-1.13
Wire Inspector Assistant	1.08-1.13
Transformer Repairman	1.08-1.13
Coil Repair	1.08-1.13
REA Analyst	1.08-1.13
Utility Coil Test	1.08-1.13
Tool Grinder	1.08-1.13
Inspector Tank Shop	1.08-1.13
Fireman	1.08-1.13
Layout Machine Shop	1.08-1.13
Inspector Receiving Dept.	1.08-1.13
Inspector Machine Shop	1.08-1.13
Tester A	1.08-1.13

	RATE RANGE
Class 8	
Transformer Repair REA	1.03-1.08
Elec. Experimental 2nd Cl.	1.03-1.08
Material Parts Reclaimer	1.03-1.08
Truck Driver Auto	1.03-1.08
Elec. & Gas Truck Op.	1.03-1.08
Insulation Folder	1.03-1.08
Power Shear Insulation	1.03-1.08
Tester B	1.03-1.08
Grinder & Tool Crib Att.	1.03-1.08
Supplyman	1.03-1.08
Class 9	
Portable Saw Operator	.98-1.03
Material Preparation	.98-1.03
Saw Homemade Crates	.98-1.03
Stock Clerk	.98-1.03
Core Repairman	.98-1.03
Coil Tester REA	.98-1.03
High Voltage Bushing Test	.98-1.03
Furnace Loader	.98-1.03
Labor Gang	.98-1.03
Warehouseman	.98-1.03
Tester C	.98-1.03
Small Parts Inspector	.98-1.03
Dockman	.98-1.03
Checker & Trucker	.98-1.03
Pickle Lacquer Mach. Shop	.98-1.03
Class 10	
Experimental Worker Cl. C	.93- .98
Tester D	.93- .98
Laborer Process Core Dept.	.93- .98
Guard	.93- .98
Reclaimer Helper	.93- .98
Utility Coil Test Helper	.93- .98
Hand Shear Insulation Stock	.93- .98
Checker	.93- .98
Cut Insulation Collars	.93- .98
Trucker	.93- .98
Sort and Stack Insulation	.93- .98
Saw Man Mach. Shop	.93- .98
Office Custodian	.93- .98
Class 11	
Shipping Setup & Stencil	.88- .93
Core Taper	.88- .93
Clamp Core	.88- .93
Core Varnisher	.88- .93
Coreman REA	.88- .93
Sweeper & Janitor	.88- .93
Oil Filler	.88- .93

COMPANY: Confidential

UNION: Office Employees--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; 1-yr. agmt.

	Job Evaluation Points (Inclusive)	Hourly Rate Range
Class 1	20 to 29	.60 - .67½
File and Mail Clerk	23	
Clerk Junior	26	
Posting Clerk Junior	29	
Class 2	30 to 32	.62½- .70
2a Clerk Junior	30	
2b Clerk Accounts Payable	31	
2c Ediphone Operator, Learner	30	
Class 3	33 to 35	.65 - .72½
3a Blue Print Operator	33	
3b Clerk Payroll	33	
Class 4	36 to 38	.67½- .75
4a Order Typist	36	
4b Junior Clerk	37	
Class 5	39 to 41	.70 - .77½
Clerk Timekeeping	41	
Cost Clerk Junior	41	
Accounting Clerk	41	
Class 6	42 to 44	.72½- .80
Posting Clerk Semi-Senior	43	
Class 7	45 to 47	.75 - .82½
Switchboard Operator	45	
Class 8	48 to 56	.77½- .85
Order Typist	53	
Stenographer Junior	53	
Class 9	57 to 62	.80 - .95
Cost Clerk Senior	58	
Class 10	63 to 65	.85 -1.00
Shipment and Release Clerk	63	
Detailer	65	
Class 11	66 to 71	.90 -1.05
Sales Correspondent Junior	66	
Posting Clerk Senior	68	
Class 12	72 to 74	.95 -1.15
Payroll Clerk Senior	74	
Class 13	75 to 87	1.00 -1.20
Accounting Clerk Senior	77	
Draftsman Junior	77	
Scheduling Clerk	78	
Class 14	88 to 95	1.10 -1.30
Scheduling Clerk	89	
Class 15	96 to 107	1.20 -1.40
Sales Correspondent Senior	97	
Sales Correspondent Sales and Service	99	

COMPANY: Confidential (Lighting Fixtures)

UNION: Electrical Workers--AFL

LOCATION: New England

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 10% for night work

Grade	Start	Auto. 8 wks.	Auto. 12 wks.	Auto. 16 wks.	Auto. 20 wks.
1	$.76½	$.81½	$.85	$.87	—
2	.76½	.81½	.85	.87	$.89
3	.76½	.81½	.85	.87	.89
4	.76½	.81½	.85	.88	.91
5	.76½	.81½	.85	.88	.91
6	.79½	.84½	.88	.91	.94
7	.83½	.88½	.92	.95	.98
8	.87½	.92½	.96	.99	1.02
9	.91½	.96½	1.00	1.03	1.06
10	.95½	1.00½	1.04	1.07	1.10
11	.99½	1.04½	1.08	1.11	1.14
12	1.11	—	—	—	—
13	1.15	—	—	—	—
14	1.19	—	—	—	—
15	1.23	—	—	—	—
16	1.28	—	—	—	—
17	1.33	—	—	—	—
18	1.38	—	—	—	—
19	1.44	—	—	—	—
20	1.51	—	—	—	—

Step 7	Step 6	Step 5	Step 4	Step 3	Step 2	Top Rate Step 1
—	—	—	—	—	$.90	$.92
—	—	—	—	—	.92	.94
—	—	—	—	$.92	.94	.96
—	—	—	—	.94	.96	.98
—	—	—	$.94	.96	.98	1.00
—	—	—	.96	.98	1.00	1.02
—	—	—	1.00	1.02	1.04	1.06
—	—	—	1.04	1.06	1.08	1.10
—	—	—	1.08	1.10	1.12	1.14
—	—	—	1.12	1.14	1.16	1.18
—	—	—	1.16	1.18	1.20	1.22
$1.13	$1.15	$1.17	1.19	1.21	1.24	1.27
1.17	1.19	1.21	1.23	1.26	1.29	1.32
1.21	1.23	1.25	1.28	1.31	1.34	1.37
1.25	1.27	1.30	1.33	1.36	1.39	1.42
1.30	1.33	1.36	1.39	1.42	1.45	1.48
1.36	1.39	1.42	1.45	1.48	1.51	1.54
1.41	1.44	1.47	1.50	1.53	1.56	1.60
1.47	1.50	1.53	1.56	1.59	1.63	1.67
1.54	1.57	1.60	1.63	1.67	1.71	1.75

COOPERATIVE STUDENTS

	Years at School After First Year			
Years on Company Payroll	*1st*	*2nd*	*3rd*	*4th*
1	$.85	$.86	$.88	$.90
2		.90	.92	.94
3			.96	.98
4				1.02

SUBSECTION (C)
MECHANICAL APPRENTICES

Start	$.89
After 1000 Hours	.94
After 2000 Hours	.99
After 3000 Hours	1.04
After 4000 Hours	1.09
After 5000 Hours	1.14
After 6000 Hours	1.19
After 7000 Hours	1.24

After 8000 hours and satisfactory completion of the course, they will receive the appropriate rate step in the grade of the job assigned, but not less than $1.29.

COMPANY: Confidential (Motors, Generators)
UNION: Independent Employees Union

LOCATION: Middle Atlantic
SIZE OF COMMUNITY: Under 25,000 -
EFFECTIVE DATE: May 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 78¢ min. starting rate for maintenance men, tool makers, pipe fitters, shop clerks, material handlers, pick-up men and tool crib attendants; 88¢ min. starting rate for boiler firemen, garage mechanics and millwrights; 10¢ increase every 6 mos. until classification min. reached

Shift Bonus: 10% for night work

FARM EQUIPMENT

COMPANY: Confidential

UNION: Auto Workers--CIO

LOCATION: Pacific

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Occupational rating sheet day work hourly rate range with job classifications segregated as to groups:

Occupational rating sheet day work hourly rate range with job classifications segregated as to groups:

Group No. 1 - $1.115 to $1.215, inclusive

Janitor
Laborer

Group No. 2 - $1.155 to $1.265, inclusive

Laborer

Group No. 3 - $1.195 to $1.315, inclusive

Assembler
Brake Operator Helper
Machine Operator
Patrolman
Sawyer, Cut-off

Group No. 4 - $1.235 to $1.365, inclusive

Assembler
Driver, Finger Lift
Electrician
Inspector (Prod.)
Layout, Sheet Metal
Maintenance Helper
Painter, Spray
Stockkeeper, Mfg'd. Parts
Tool Crib Attendant

Group No. 5 - $1.275 to $1.415, inclusive

Machinist, Repair
Plumber
Punch Press Operator
Rivet Bucker
Rivet Heater
Repairman - Chassis
Repairman, Cab & Cowl
Sawyer, Do-All
Service Parts Utility Man
Spot Welder, Pedestal
Arc Welder
Gas Welder

Group No. 6 - $1.315 to $1.465, inclusive

Assembler
Blacksmith
Checker
Drill Press Operator
Driver - Crane
Inspector, Road Test
Machine Operator
Riveter
Stockman - Production
Spot Welder, Portable

Group No. 7 - $1.355 to $1.515, inclusive

Assembler - Pipe Lines
Assembler - Wiring
Brake Operator
Carpenter
Metal Finisher
Plant Pro. Equip. Insp.
Painter, Spray
Painter, Brush
Shear Operator

Group No. 8 - $1.395 to $1.565, inclusive

Machine Operator
Repairman - Cab & Cowl
Arc Welder
Gas Welder

Group No. 9 - $1.435 to $1.615, inclusive

Carpenter
Inspector - Final & Salvage
Millwright
Repairman - Chassis
Repairman - Shop Trucks
Arc & Gas Welder

Group No. 10 - $1.475 to $1.665, inclusive

Blacksmith
Layout Sheet Metal
Layout - Special Equipment
Plumber
Sheet Metal Worker
Maintenance Journeyman

Group No. 11 - $1.515 to $1.715, inclusive

Electrician
Machinist - Repair
Stockkeeper, Packer & Shipper

Group No. 12 - $1.555 to $1.765, inclusive

Group No. 13 - $1.595 to $1.815, inclusive

Machinist

Learner - Minimum $1.115 Maximum depends on classification for which employee is being prepared.

COMPANY: Eagle Manufacturing Co.

UNION: District 50, Mine Workers

LOCATION: Appleton, Wis.

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: January 1947

WAGE REOPENING: Once each year commencing July 1947; 2-yr. agmt.

Hiring Rate: 74¢ minimum

Shift Bonus: 5¢ on 2nd, 7¢ on 3rd shift

Trainee Rate Schedule

Labor Grade	Starting Rate	1 Month	5 Months	9 Months	12 Months	18 Months	24 Months	30 Months	36 Months	42 Months
10	.74	.80	.84	.88						
9	.74	.84	.86	.90	.94					
8	.74	.85	.88	.91	.95	1.00				
7	.74	.85	.89	.93	.96	1.01	1.06			
6	.74	.85	.89	.93	.97	1.01	1.06	1.12		
5	.74	.86	.90	.94	.98	1.02	1.06	1.12	1.18	
4	.74	.87	.91	.95	.99	1.03	1.07	1.12	1.18	1.24
3	.74	.87	.92	.97	1.02	1.07	1.12	1.16	1.23	1.30

COMPANY: Confidential

UNION: Auto Workers--CIO

LOCATION: Great Lakes
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: April 1947
WAGE REOPENING: April 1948

Hiring Rate: Men--50¢ (plus 37¢ and 10%); Women--40¢ (plus 37¢ and 10%)

Shift Bonus: 7¢ on 2nd, 10¢ on 3rd shift

Classification	Rate Range
FOUNDRY	
Cupola Operator	1.317 - 1.342
Cupola Charger	1.122 - 1.287
Material Gatherer	.957 - 1.21
Cupola Repairman	1.067 - 1.287
Coremaking - Jobbing	1.297 - 1.342
Sand Mixer	1.067 - 1.232
Oven Tender	1.122 - 1.287
Wire Mch. Opr. & Core Snd Del	1.012 - 1.177
Core Carriers	1.067 - 1.232
Molder Jobbing	1.177 - 1.397
Sand Blast Room Opr.	1.122 - 1.287
Sand Tower Oper.	1.177 - 1.177
Casting Salv Man	1.012 - 1.177
Ladle Liner	1.067 - 1.197
Core Wire Str. Hnd	.957 - 1.122
Mld. Mch. Setup Man	1.147 - 1.317
Foundry Repairman	1.122 - 1.397
MISCELLANEOUS	
Setup Man	1.177 - 1.452
Saw Filer	1.117 - 1.307
Incinerator Tender	.992 - 1.142
Hnd. Bch. Work	.957 - 1.287
Repairman (Guards)	1.012 - 1.177
Canvas Repairman	.957 - 1.122
Blacksmith	1.207 - 1.342
Blacksmith Helper	1.012 - 1.122
Janitor	.957 - 1.067
Tool Service Man	1.067 - 1.257
Rotary Sweeper Oper.	.957 - 1.087
Scale Tender	.957 - 1.087
Tool Crib Attend.	.957 - 1.087
PAINT	
Paint Mixer	1.177 - 1.287
Paint Mixer Helper	1.012 - 1.122
Air Dip Oper.	1.012 - 1.232
Aisle Marker	.957 - 1.122
Stencil Maker	1.122 - 1.287
Paint Striper	.957 - 1.087
MAINTENANCE & SERVICE	
Engineer Pwr. Hse.	1.177 - 1.397
Fireman Pwr. House	1.067 - 1.232
Firemen Heating Plant	1.067 - 1.142
Pwr. Hse. Repairman	1.122 - 1.397
Motive Pwr. Equip. Rprman A	1.252 - 1.487
Motive Pwr. Equip. Rprman B	1.122 - 1.257
Maintenance Machinist	1.352 - 1.557
Mch. Repairman A	1.252 - 1.487
Mch. Repairman B	1.122 - 1.257
Mch. Hnd. A	1.252 - 1.452
Mch. Hnd. B	1.122 - 1.257
Oiler	.957 - 1.122
Electrician A	1.342 - 1.507
Electrician B	1.122 - 1.342
Welder (Comb.)	1.177 - 1.397
Maint. Painter	1.067 - 1.287
Pipe Fitter	1.122 - 1.397
Furnace Repairman	1.067 - 1.287
Belt Repairman	1.122 - 1.197
General Helper	1.012 - 1.122
Carpenter A	1.197 - 1.342
Carpenter B	1.122 - 1.232
Sheet Metal Maint. A	1.232 - 1.397
Sheet Metal Maint. B	1.122 - 1.257
Tractor Lubrication Man	1.067 - 1.197
TOOL MAKING & TOOL MAINTENANCE	
Tool Maker A	1.397 - 1.617
Tool Maker B	1.252 - 1.452
Mch. Hnd. A	1.252 - 1.452
Mch. Hnd. B	1.122 - 1.257
Horz. Bore Mch. Opr.	1.287 - 1.507
Jig Bore Oper.	1.287 - 1.507
Keller Mch. Oper.	1.287 - 1.507
Heat Treater, Tool & Die	1.397 - 1.507
Die Sinker	1.287 - 1.672
Tool & Pattern Insp.	1.397 - 1.672
Bench Tool Repairman	1.067 - 1.257
Tool Grinder A	1.252 - 1.452
Tool Grinder B	1.122 - 1.257
Steel Stamp Maker, Hand	1.122 - 1.257
INSPECTION	
Inspector A	1.202 - 1.397
Inspector B	1.097 - 1.257
Inspector C	.957 - 1.147
Salvage Man	1.012 - 1.177
MATERIAL HANDLING	
Truck Driver	1.067 - 1.232
Tractor Driver	1.067 - 1.232
Roustabout	.957 - 1.122
Crane Operator	1.122 - 1.287
Crane Grd. Man (Steel Shed)	1.122 - 1.287
Elevator Oper.	.957 - 1.012
Bulldozer Driver	1.067 - 1.287
Loco. Crane Oper.	1.182 - 1.347
Crane Helper	1.012 - 1.122
WHSE., SHIPPING & STORAGE	
Repair Parts Shipper	.957 - 1.232
Repair Parts Packer Exp.	1.067 - 1.287
Stock Room Attend.	1.067 - 1.257
Stock Room Helper	1.002 - 1.142
Crate Builder & Packer	1.067 - 1.232
Clerks (Ship. & Rec.)	.977 - 1.122
Repair Parts Pickup Man	.957 - 1.232

COMPANY: Confidential

UNION: Electrical Workers--CIO

LOCATION: Middle West

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; agmt. expires May 1948

Hiring Rate: 5¢ under classified rate

Shift Bonus: 10¢ on 2nd, 15¢ on 3rd shift

Jobbing Molder	1.49
Jobbing Coremaker	1.49
Sr. Core Maker	1.36
Sr. Bench Molder	1.36
Sr. Floor Molder	1.36
Sr. Machine Molder	1.36
Sr. Squeezer Molder	1.36
Cupola Tender	1.36
Sr. Pattern Stockman	1.34
Sr. Foundry Maintenance	1.34
Jr. Core Maker	1.25
Jr. Squeezer Molder	1.25
Jr. Bench Molder	1.25
Jr. Floor Molder	1.25
Pour-off Leadman	1.25
Jr. Machine Molder	1.25
Jr. Foundry Maintenance	1.25
Jr. Pattern Stockman	1.25
Foundry Helper Leadman	1.25
Rough Grinder Leadman	1.21
Painter	1.21
Chipper	1.21
Cupola Charger	1.21
Cupola Liner	1.21
Ladle Liner	1.21
Slinger Sand Conditioner	1.21
Sandslinger Shakeout	1.21
Leadman—Cleaning Room	1.17
Sandblast Operator	1.17
Hand Ladle Pourer	1.17
Flask Carrier	1.17
Oven Tender	1.17
Core Storage—Leadman	1.17
Grinder	1.14
Puncher	1.14
Maintenance Helper	1.14
Wheelabrator Operator	1.14
Rattler—Leadman	1.14
Ladle Pourer (Buggy, Trolley, Crane)	1.14
Facing Sand Handler	1.14
Facing Mixer Leadman	1.14
Core Sand Mixer Leadman	1.14
Core Shakeout	1.14
Night Crew Shakeout	1.14
Weight Shifter	1.14
Mold Drier	1.14
Crane Hooker	1.14
Core Carrier	1.14
Electric Truck Operator	1.14
Hopper Tender	1.14
System Pour-off Man	1.14
Weight Shifter and Dumper	1.14
Casting Counter and Checker	1.11
Hot Casting Sorter	1.11
Casting Sorter	1.08
Rattler Operator	1.08
Helpers	1.08
Janitor	1.05
Sweeper	1.03

Section 5. Hourly base rates for setting piecework prices shall be the classified hourly rate, except as follows:

(No prices shall be set on beginners.)

All molders and coremakers, qualified and of average skill	$1.41
Chippers	1.28
Grinders	1.24
Shakeout crew	1.535 per 1,000 lbs.

COMPANY: Oliver Corp.

UNION: Farm Equipment Workers--CIO

LOCATION: Charles City, Iowa

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: March 1948

Hiring Rate: Production Workers--20% below classified base rate, but not less than 99¢; office employees--20% below classified base rate, but not less than 86¢

Shift Bonus: 5% on 2nd, 10% on 3rd shift

COMPANY: Confidential

UNION: Farm Equipment Workers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: April 1948

Shift Bonus: 7¢ on 2nd, 10¢ on 3rd shift

Job Classification	*Rate Range*
Toolmaker	$1.287 - 1.562
Die Chippers	1.177 - 1.452
Machinists (Machine Operators)	1.067 - 1.287
Millwright	1.067 - 1.287
Firemen	1.012 - 1.122
Watchmen and Gatemen	.957 - .985
Janitors	.957 - .985
Elevator Operator	.957 - .985
Laborer	.957 - 1.012
Carpenters	1.067 - 1.232
Blacksmith	1.067 - 1.232
Tinsmith	1.067 - 1.232
Electrician	1.122 - 1.342
Electrician Helper	.957 - 1.122
Welder	1.067 - 1.287
Pipefitter	1.177 - 1.397
Pipefitter Helper	.957 - 1.122
Painter	.957 - 1.177
Shop Office Clerk	1.012 - 1.122
Stockmovers and Handlers	.957 - 1.122
Tool Crib and Die Men	.957 - 1.122
Patternmakers (Metal)	1.232 - 1.507
Patternmakers (Wood)	1.232 - 1.507
Chill Fitter	1.012 - 1.232
Pattern Storage Man	.957 - 1.122
Form Maker	.957 - 1.122
Experimental Machinist	1.122 - 1.397
Experimental Helper	.957 - 1.067
Draughtsman	.957 - 1.232
Setup Man	1.122 - 1.342
Foundry Laborer	.957 - 1.067
Pattern and Chill Storage Man	.957 - 1.122
Cupola Tender	1.122 - 1.315
Ladle Liner	.957 - 1.122
Core Room Laborer	.957 - 1.012
Bull Ladle Pusher	.957 - 1.122
Export Shipper	.957 - 1.177
Car Loader	.957 - 1.122
Truck Driver	1.012 - 1.177
Repairs Shipper	.957 - 1.177

COMPANY: Confidential

UNION: Federal Labor Union-AFL

LOCATION: Great Lakes

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: April 1948

Shift Bonus: 7¢ on 2nd, 10¢ on 3rd shift

DAY RATES

LABOR GRADE I ..... Rate Range: Min. $1.28—Max. $1.455
- Pattern Makers—Wood "A"....
- Pattern Makers—Metal "A" .....
- Toolmaker "A" .....

LABOR GRADE II ..... Rate Range: Min. $1.235—Max. $1.40
- Electrician—"A" .....

LABOR GRADE III ..... Rate Range: Min. $1.19—Max. $1.35
- Jobbing Molder .....

LABOR GRADE IV ..... Rate Range: Min. $1.145—Max. $1.30
- Cupola Operator & Repairman.....
- Machine Repairman—"A" .....
- Maintenance Man—"A" .....
- Pattern Maker—Wood "B" .....
- Tool Maker—"B" .....
- Machine Operator—"A" .....
- Sheet Metal Worker—"A" .....
- Set-Up Man—Machining .....
- Set-Up Man—Forge Shop .....

LABOR GRADE V ..... Rate Range: Min. $1.10—Max. $1.25
- Power House Operator ..... Code
- Carpenter & Maintenance .....
- Maintenance Pipe Fitter .....
- Bricklayer .....
- Blacksmith .....
- Inspector "A" .....
- Set-Up Man—Drill Press .....
- Repair Mechanic .....
  - (Shop Tractor)
  - (Repairs Trucks & Machinery)
- Electrician "B" .....
- Crawler Crane Operator .....

LABOR GRADE VI ..... Rate Range: Min. $1.05—Max. $1.19
- Maintenance Painter .....
- Mechanic "B" .....
- Tool Grinder "A" .....
- Repair Parts—Headman .....

LABOR GRADE VII ..... Rate Range: Min. $1.005—Max. $1.14
- Maintenance Man "B" .....
- Machine Operator "B" .....
- Export Crater .....
- Stock Room Attendant .....
- Inspector "B" .....
- Die & Tool Storekeeper .....
- Die & Tool Service Man .....
- Fireman (Power House) .....

Rate Range:
LABOR GRADE VIII ..... Min. $.96—Max. $1.085

Molder Serviceman .....
Sand Mixer .....
Truck Driver .....
Industrial Truck Operator (Shop) .
Tool Grinder "B" .....
Pattern Maker—Learner .....
Tool Maker—Learner .....
Factory Crane Operator .....

Rate Range:
LABOR GRADE IX ..... Min. $.924—Max. $1.035

Core Room Service Man .....
Maintenance Oiler .....
Maintenance Helper .....
Hand Trucker .....
Casting Salvage Man .....
Core Carrier .....
Stock Room Worker .....
Experimental Department—Helper .....
Inspector "C" .....
Inventory Counting & Recording (Van Brunt only)
Tool Sharpener & Crib Attendant .....
Material Transferer .....
Repair Parts Handler .....

Rate Range:
LABOR GRADE X ..... Min. $.924—Max. $.985

Laborer (Yard & Factory) ..... Code
Laborer (Foundry) .....
Elevator Operator .....
Janitor .....
Implement Repair & Salvage (VB)
Tool Crib Attendant T-60

Due to existing conditions and the requirements for certain special skills the following special rate ranges are established for the effective term of this contract.

Rate Range:
Tool Maker "A" ..... Min. $1.30—Max. $1.50
Pattern Maker (Wood & Metal) "A"

Rate Range:
Tool Maker "B" ..... Min. $1.20—Max. $1.40
Machine Operators "A"

Guaranteed Hourly Rate

PIECE WORKERS

$ .68 LABOR GRADE NO. 4

Bradley Drop Hammer Opr. "A".....

$ .65 LABOR GRADE NO. 5

Production Molder (Include Pouring) (Floor or Bench) .....
Bradley Hammer Opr. "B" .....
Squeezer Molder Intricate .....
Punch Press Opr. "A" (32-34 Press or Equivalent).....
Power Brake Opr. (6 ft. & over).....
Bulldozer Hot, "A" .....
Production Lathe Opr. "A" .....
Drop Hammer Opr.—Hot .....

$ .62 LABOR GRADE NO. 6

Acet. Welder & Brazer .....
Gate Shear Opr. .....
Punch Press Opr. "B" .....
Bar Stock Shear Opr. .....
Punch Press Hot "B" .....
Eye Bender Opr. Hot .....
Bulldozer Opr. Hot, "B" .....
Sticker Opr. .....
Arc Welder "B" .....
Assembler "B" .....
Spray Painter (Intricate) .....
Production Painter .....
Squeezer Molder Ordinary .....
Production Lathe "B" .....

$ .59 LABOR GRADE NO. 7

Production Lathe Opr. "C" .....
Punch Press Opr. "C" .....
Heat Treater "B" .....
Automatic Bender .....
Assembler "C" .....
Core Maker, Bench .....
Bulldozer Opr., Cold .....
Hand Setter, Cold .....
Gang Drill Opr. .....
Multiple Spindle Drill Opr. .....
Milling Machine Opr. "B" .....
Cut-Off Saw Opr. .....
Rip Saw Opr. .....
Eye Bender Opr., Cold .....

$ .56 LABOR GRADE NO. 8

Sand Cutter Opr. .....
Carloader .....
Foot Hammer Opr. .....
Helpers—Hot Work .....
Core Maker Machine Blower .....
Threading Machine Opr. .....
Gang Bore Opr. .....
Hand Paint Dipper .....
Electric or Air Dip Opr. .....
Chipper or Grinder .....
Grinder "C" (Surface, Face or Edge)...
Core Oven Tender .....
Drill & Tap Machine Opr. .....
Power Hack Saw Opr. .....
High Speed Gang Drill Opr. .....
Single Drill Opr. .....
Painter, Hand Brush .....
Crate Builder & Packer .....
Drop Hammer Opr., Cold .....
Straighten on Kane & Roach .....
Spot & Projection Welder .....
Cupola Charger .....
Assembler "D" .....
Shifter & Dumper
Foundry Night Crew

$ .53 LABOR GRADE NO. 9

Mill Operator .....
Casting Sorter .....
Hand Straighten, Cold .....

Transport Ladle Attendant .....
Assembler "E" .....
Sander Operator .....
Single Bore Operator .....
Snag Grinder .....
Helper Machine Operations, Cold .....
Material Handler .....

S .50 LABOR GRADE NO. 10

Metal Cleaner .....
Assembler "F" .....
Core Wire Machine Operator .....
Helper—Cold Work .....

COMPANY: J.I. Case Co.

UNION: Auto Workers--CIO

LOCATION: Racine, Wis.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: Once after Sept. 1947; expires Sept. 1948

Hiring Rate: 8¢ below classification rate for 1st 30 days

Shift Bonus: 5¢ on 2nd, 8¢ on 3rd shift

HOURLY RATE PLAN

Job Classification	Starting Hourly Rate	Full Hourly Rate
Blacksmith Helper—Dept. No. 26	$ .92	$1.00
Bus Boy	.92	1.00
Checker—Spare Parts	.92	1.00
Chip Collector	.92	1.00
Chip Collector—Screw Machine	.92	1.00
Elevator Operator	.92	1.00
Elevator Operator and Rod Straightener	.92	1.00
Helper Kitchen	.92	1.00
Janitor	.92	1.00
Janitor—Chip Collector	.92	1.00
Janitor—Cleaner (Coolant Tanks)	.92	1.00
Janitor—Foundry Office	.92	1.00
Janitor—Sweeper (Machine)	.92	1.00
Janitress (Woman)	.92	1.00
Laborer (Core Room)	.92	1.00
Nailer—Box Assembler	.92	1.00
Saw Operator	.92	1.00
Shear—Helper	.92	1.00
Trucker—Hand or Hand Electric	.92	1.00
Trucker—Hand—Conveyor	.92	1.00
Trucker—Janitor	.92	1.00
Trucker—Paints	.92	1.00
Trucker—Sweeper	.92	1.00
Watchman	.92	1.00
Wire Machine Operator	.92	1.00
Bench Dipper Ladle Man	1.00	1.08
Checker—Loader	1.00	1.08
Chef's Helper	1.00	1.08
Chip Collector Checker (Automatics)—Dept. No. 241	1.00	1.08
Cleaner—Dipper	1.00	1.08
Crib Attendant	1.00	1.08
Cupola Tender—Slag Hole Man	1.00	1.08
Dipper—Grease	1.00	1.08
Emery Wheel Dresser	1.00	1.08
Firelighter—Blacksmith Shop	1.00	1.08
Fireman—Core Oven	1.00	1.08
General Experimental Helper	1.00	1.08
General Maintenance Helper	1.00	1.08
General Power Plant Helper	1.00	1.08
Grinder—Drill	1.00	1.08
Grinder—Paint—B	1.00	1.08
Handy Man	1.00	1.08
Helper—Cupola Liner	1.00	1.08
Hitcher—Crane	1.00	1.08
Hitcher—Crane—Tractor—Dept. No. 212	1.00	1.08
Inspector Bench—B	1.00	1.08
Inspector Magnaflux	1.00	1.08
Laborer (Foundry)	1.00	1.08
Laborer (Inside Molding Units	1.00	1.08
Laborer (Ladle Liner)	1.00	1.08
Laborer (Mill Room)	1.00	1.08
Laborer Forge Shop	1.00	1.08
Ladle Man Pourer (Receiving Ladle only)	1.00	1.08
Oil Man—Soluble Oil	1.00	1.08
Oil Separator	1.00	1.08
Oiler	1.00	1.08
Oven Tender—Core Wash (Unload)	1.00	1.08
Oven Tender—Load No. 2 Oven	1.00	1.08
Oven Tender—Unload No. 2 Oven	1.00	1.08
Packer	1.00	1.08
Packer—Repair Parts	1.00	1.08
Pattern Chaser	1.00	1.08
Pattern Vault Man	1.00	1.08
Piler—Lumber	1.00	1.08

Job Classification	Starting Hourly Rate	Full Hourly Rate
Pump Attendant	1.00	1.05
Sandblast Operator (Machine)	1.00	1.08
Service Man—Unit D	1.00	1.08
Steerer—Tractor	1.00	1.08
Stock Keeper	1.00	1.08
Stock Keeper—Battery Maintenance	1.00	1.08
Stock Man	1.00	1.08
Stock Selector	1.00	1.08
Stock Selector—Packer (Exporter & Domestic)	1.00	1.08
Stock Selector & Tray Man	1.00	1.08
Stock Selector—Trucker	1.00	1.08
Store Keeper	1.00	1.08
Store Keeper (Central Tool Crib)	1.00	1.08
Store Keeper—Paints	1.00	1.08
Store Man—Warehouse—8th Street	1.00	1.08
Sweeper—Foundry	1.00	1.08
Tester—Wash Tanks & Machines	1.00	1.08
Tractor Driver	1.00	1.08
Tractor Driver (Steer only)	1.00	1.08
Truck Driver	1.00	1.08
Trucker—Gas or Electric	1.00	1.08
Trucker—Hand—Sweeper	1.00	1.08
Trucker—Hooker	1.00	1.08
Tunnel Man—Unit A	1.00	1.08
Tunnel Man—Unit D	1.00	1.08
Wash Machine	1.00	1.08
Assembler—Wire & Tube	1.08	1.16
Assembler—(Bull Gears & Center Wheels)	1.08	1.16
Belt Man—B	1.08	1.16
Box Maker	1.08	1.16
Carpenter—C	1.08	1.16
Checker	1.08	1.16
Checker—Castings	1.08	1.16
Checker—Cylinder Head Core	1.08	1.16
Checker—Domestic Shipping	1.08	1.16
Checker—Repair Shipments	1.08	1.16
Crane Man—Tractor—(Dept. No. 212)	1.08	1.16
Crib Keeper	1.08	1.16
Cupola Chipper	1.08	1.16
Cupola Tapper	1.08	1.16
Dismantler—Salvage	1.08	1.16
Firelighter—Forge Shop	1.08	1.16
Fireman—Hand	1.08	1.16
Fireman (Stoker)—B	1.08	1.16
Grinder—Paint A	1.08	1.16
Grinder—Tool & Cutter—C	1.08	1.16
Hardness Tester	1.08	1.16
Inspector—Bench—A	1.08	1.16
Inspector—Castings—Bench	1.08	1.16
Inspector—Forge Shop (Cold) Bench	1.08	1.16
Ladle Liner	1.08	1.16
Layout—Export Shipping—B	1.08	1.16
Loader—Trucker—Export Shipping	1.08	1.16
Painter (Spray—Brush—Dip)	1.08	1.16
Receiving Clerk	1.08	1.16
Salvage Man—Bench	1.08	1.16
Salvage Man—Cylinder Heads	1.08	1.16
Sandblast—Booth—Foundry	1.08	1.16
Service Man (Bench Molders)	1.08	1.16
Service Man (Floor Molders)	1.08	1.16
Service—Mechanic—Garage	1.08	1.16
Tallyman—Lumber	1.08	1.16
Trucker—Electric (Core Room)	1.08	1.16
Trucker—Electric (Mill Room)	1.08	1.16
Tunnel Man—Unit C	1.08	1.16
Warehouse—Material Handler—Group Leader	1.08	1.16
Assembler—Industrial—B	1.16	1.24
Beltman—A	1.16	1.24
Blacksmith—B	1.16	1.24
Blacksmith—Experimental—B	1.16	1.24
Chef	1.16	1.24
Cook Pastry (Woman)	1.16	1.24
Coremaker—Jobbing	1.16	1.24
Crane Man	1.16	1.24
Crib Keeper—Fixture Man	1.16	1.24
Crib Keeper & Grinder	1.16	1.24
Crib Keeper—Tool Grinder	1.16	1.24
Cupola Liner	1.16	1.24
Grinder & Saw Filer	1.16	1.24
Grinder—Tool & Cutter—B	1.16	1.24
Furnace Tender—Annealer—Carburizer—Dept. No. 230 & No. 25	1.16	1.24
Inspector—Cores	1.16	1.24
Inspector—Foundry	1.16	1.24
Inspector—Repair & Receiving Parts	1.16	1.24
Inspector—Salvage—Foundry	1.16	1.24
Layout—Export Shipping—A	1.16	1.24
Metal Worker—Layout—Experimental—C	1.16	1.24
Millwright—C	1.16	1.24
Pipe & Steamfitter—C	1.16	1.24
Power Shovel—Clam	1.16	1.24
Repair Man Tractor—B	1.16	1.24
Rotoblast	1.16	1.24

Job Classification	Starting Hourly Rate	Full Hourly Rate
Salvage Man--Floor	1.16	1.24
Set-up Man--Miscellaneous Assemblies	1.16	1.24
Set-up Man--Miscellaneous Machines--C	1.16	1.24
Shear Operator--Salvage	1.16	1.24
Steel Stores--Group Leader --Dept. No. 212	1.16	1.24
Steel Worker--C	1.16	1.24
Store Keeper	1.16	1.24
Assembler Experimental Units B	1.24	1.32
Assembler--Industrial--A	1.24	1.32
Assembler--Motor Line--Utility Man	1.24	1.32
Assembler--Tractor Line--Utility Man	1.24	1.32
Blacksmith--A	1.24	1.32
Cement Finisher & Handyman	1.24	1.32
Crane Operator--Special Tractor--(Main Works)	1.24	1.32
Die Sinker--C	1.24	1.32
Fireman--Hand & Stoker	1.24	1.32
Fireman (Stoker)	1.24	1.32
Flaskman--B	1.24	1.32
Inspector Assembly Floor	1.24	1.32
Inspector--Floor	1.24	1.32
Inspector--Tear Down	1.24	1.32
Layout Man--Machining--A	1.24	1.32
Machinist--C	1.24	1.32
Machinist--Experimental--C	1.24	1.32
Mechanic--Garage--B	1.24	1.32
Metal Worker--Layout Experimental--B	1.24	1.32
Painter--B	1.24	1.32
Pyrometer & Instrument Man	1.24	1.32
Repair Man--Precision Instruments	1.24	1.32
Repair Man--Tractor--A	1.24	1.32
Repair Man--Utility--Motor Line	1.24	1.32
Set-up Man--B	1.24	1.32
Set-up Man--Miscellaneous Machines--B	1.24	1.32
Set-up Man--Woodworking Machinery	1.24	1.32
Sheet Metal Worker--B	1.24	1.32
Assembler--Experimental--Units--A	1.32	1.40
Carpenter--B	1.32	1.40
Carpenter--Experimental & Sample	1.32	1.40
Electrician--C	1.32	1.40
Engineer (Power Plant)--B	1.32	1.40
Flask Man--A	1.32	1.40
Grinder--Die Finisher--B	1.32	1.40
Grinder--Tool & Cutter--A	1.32	1.40
Inspector--Experimental Units	1.32	1.40
Inspector Final Tractor Assembly	1.32	1.40
Inspector--Gauge	1.32	1.40
Inspector--Tools--Dies and Gages	1.32	1.40
Inspector Salvage	1.32	1.40
Machine Repair--C	1.32	1.40
Machinist--B	1.32	1.40
Machinist--Experimental--B	1.32	1.40
Millwright--B	1.32	1.40
Millwright--(Handy Man)	1.32	1.40
Millwright--Foundry--B	1.32	1.40
Painter--A	1.32	1.40
Pattern Maker--Metal--B	1.32	1.40
Pattern Maker--Wood--B	1.32	1.40
Pipe & Steam Fitter--B	1.32	1.40
Set-up Man--A	1.32	1.40
Set-up Man--(Gear Cutting & Threading Machines)	1.32	1.40
Set-up Man--Miscellaneous	1.32	1.40
Set-up Man--Miscellaneous Machines	1.32	1.40
Set-up Man--Miscellaneous Machines--A	1.32	1.40
Set-up Man--Punch Press	1.32	1.40
Sheet Metal Worker--A	1.32	1.40
Steelworker--B	1.32	1.40
Tool Maker--C	1.32	1.40
Toolsmith--Blacksmith	1.32	1.40
Toolsmith--Blacksmith--Experimental	1.32	1.40
Welder--Acetylene	1.32	1.40
Brickmason	1.40	1.48
Carpenter--A	1.40	1.48
Carpenter--Maintenance--Foundry	1.40	1.48
Die Sinker--B	1.40	1.48
Electrician--B	1.40	1.48
Grinder--Die Finisher--A	1.40	1.48
Heat Treater--Toolsmith (Toolroom only)	1.40	1.48
Machine Repair--B	1.40	1.48
Machinist--A	1.40	1.48
Machinist--Experimental--A	1.40	1.48
Mechanic, Garage--A	1.40	1.48
Metal Worker--Layout--Experimental--A	1.40	1.48
Millwright--A	1.40	1.48
Millwright Foundry--A	1.40	1.48
Millwright--Structural Steel	1.40	1.48
Molder--Job--Bench	1.40	1.48
Molder--Job--Floor	1.40	1.48

Job Classification	Starting Hourly Rate	Full Hourly Rate
Pipe & Steamfitter—A	1.40	1.48
Set-up Man—Automatic Screw Machine	1.40	1.48
Sheet Metal Worker—Layout Group Leader—AA	1.40	1.48
Steel Worker—A	1.40	1.48
Tool Maker—B	1.40	1.48
Welder—Arc & Acetylene	1.40	1.48
Electrician—A	1.48	1.56
Engineer—Power Plant—A	1.48	1.56
Inspection (Dies—tools—Jigs) Tryout Man	1.48	1.56
Machine Repair—A	1.48	1.56
Pattern Maker—Metal—A	1.48	1.56
Pattern Maker—Wood—A	1.48	1.56
Tool Maker—A	1.48	1.56
Tool Maker (Die only)	1.48	1.56
Die Sinker—A	1.56	1.64

CLERKS

Mail Distributor—Tractor Works	$ .84	$ 92
Clerk Factory Dept. No. 203. 216. 227. 230. 233, 234. 241. 246	.92	1.00
Clerk Parts Record—Dept. No. 13	.92	1.00
Clerk—Parts (Customer Sale) —Dept. No. 13	.92	1.00
Clerk—Receiving Room—Dept. No. 17	.92	1.00
Clerk—Repair Parts—Dept. No. 213	.92	1.00
Clerk—Shipping—Dept. No. 214	.92	1.00
Clerk—Tool Stores—Dept. No. 223	.92	1.00
Clerk—Typist—Dept. No. 3, 5. 30, 36, 214, 223	.92	1.00
Stock Chaser—Repair Parts —Main Works	.92	1.00
Tag Writer—Dept. No. 13	.92	1.00
Clerk—Assembly Departments No. 228, 229, 231	1.00	1.08
Clerk—Shipping and Billing—Dept. No. 213, 214, 13	1.00	1.08
Clerk—Purchase Goods Control —Main Works	1.00	1.08
Weighmaster—Car Checker—Dept. No. 214	1.00	1.08
Equipment Custodian—Dept. No. 216	1.08	1.16
Stockchaser—(General Plant) —Tractor Works	1.08	1.16
Tool Room Process Man—Dept. No. 218	1.08	1.16
Tool Stores Keeper—Dept. No. 223—Office	1.08	1.16

PIECE WORK PLAN
MAIN WORKS

Job Classification	Timing Rate
Blacksmith Helper	$1.00
Chipping—Weld Slag	1.00
File Burrs	1.00
Grinder—Disc	1.00
Grinder—Pulley—Face & Rim	1.00
Grinder—Snagging	1.00
Hammer—Bradley—Cold	1.00
Hammer—Rope Drop	1.00
Link Machine	1.00
Load & Unload Paint Lines	1.00
Load & Unload Weld Fixture	1.00
Mark for Rotary Shear & Bandsaw	1.00
Packing—Domestic—B	1.00
Painter—Dip—Power	1.00
Painter—Stencil	1.00
Pointer	1.00
Press—Arbor	1.00
Press—Drill—Single Spindle—B	1.00
Sander—Power—Wood	1.00
Spin Sprockets	1.00
Stamping Machine—Wood	1.00
Steel Unloading	1.00
Tapper	1.00
Tie Wood Bearings	1.00
Torch Cutter—Oxygraph—Helper	1.00
Tumble Mill	1.00
Wash Sieves	1.00
Welder—Butt—Helper	1.00
Welder—Spot—Helper	1.00
Wire Cutter	1.00
All helpers not otherwise listed	1.00
Assembly—B	1.08
Assembler—Universal Joints Hot—Helper	1.08
Babitting	1.08
Balancing—Static	1.08
Beader—Crimper—Flanger	1.08
Bolt Threader	1.08
Boring Machine—Wood	1.08
Brake—Chicago	1.08
Brake—Hand	1.08
Brake—Power	1.08
Broach—Hydraulic	1.08
Broach—Mechanical	1.08
Bulldozer—Cold	1.08
Bulldozer—Heavy—Hot —Helper	1.08
Chipping—Air Hammer	1.08

Job Classification	Timing Rate
Cleaning—Farm Implement Parts	1.08
Corrugator	1.08
Cover Machine—Pulley	1.08
Cut Off—Abrasive	1.08
Cut Off—Automatic	1.08
Cut Off—Semi-Automatic	1.08
Eyebender	1.08
Forming, Truing Up and Straighten—Hand	1.08

Job Classification	Timing Rate	Timing Rate For New Jobs
Gainer—Wood	1.08	
Hammer—Air—Straighten	1.08	
Hammer—Board—Cold—400# & 600#	1.08	
Hammer—Board—Cold—1000#	1.08	
Hammer—Board—Hot—400# & 600#	1.08	
Hammer—Board—2000#—Helper	1.08	1.16
Hammer—Bradly—Hot	1.08	
Header—2¼"—Helper	1.08	1.16
Jointer—Wood—Hand & Power	1.08	
Key Seater	1.08	
Lathe—Center—Single & Double End	1.08	
Lathe—Engine—B	1.08	
Lathe—Wood	1.08	
Loader—Domestic Shipping	1.08	
Lockformer	1.08	
Matcher—Wood	1.08	
Milling Machine—Hand	1.08	
Milling Machine—Knifewheel	1.08	
Mortiser—Wood	1.08	
Packing—Domestic—A	1.08	
Packing—Export	1.08	
Painter—Brush	1.08	
Painter—Dip—Hand	1.08	
Planer—Single Surfacer (Wood)	1.08	
Press—Drill—Hydraulic—Universal Joints	1.08	
Press—Drill—Post Radial	1.08	

Job Classification	Timing Rate
Press—Drill—Single Spindle—A	1.08
Press—Drill—Single Spindle—W/Mult. Head	1.08
Press—Flange—Hot—Helper	1.08
Press—Punch—Light	1.08
Riveter—Power	1.08
Roll—Hand & Power	1.08
Saw—Power—Metal Cutting	1.08

Job Classification	Timing Rate
Saw—Wood Working	1.08
Seamer	1.08
Sewing Machine	1.08
Shear—Structural & Light Bars	1.08
Shear—Square—4' & 6'	1.08
Tenon Machine—Wood	1.08
Transfer Applicator	1.08
Welder—Stud—Nelson	1.08
Wire Machine—McGee	1.08
Assembly—A	1.16
Assembler—Universal Joints—Hot	1.16
Balancing—Dynamic	1.16
Blacksmith	1.16
Boring Bar	1.16
Brake—Steelweld—Cincinnati	1.16
Brake—Steelweld—Hot	1.16
Bulldozer—Light—Hot	1.16
Gear Cutter	1.16
Grinder—Internal	1.16
Grinder—Osterholm	1.16

Job Classification	Timing Rate	Timing Rate For New Jobs
Hammer—Board—Hot—1000#	1.16	
Hammer—Steam—1000#, 1500#, 2000#, Helper	1.16	1.24
Header—½" to 2"	1.16	
Heat Treat—Cyanide	1.16	
Heat Treat—Cylinder Teeth	1.16	
Heat Treat Flame Harden	1.16	
Heat Treat—Induction	1.16	
Lathe—Center—W/Mill	1.16	
Lathe—Engine—A	1.16	
Lathe—Turret—B	1.16	
Milling Machine—Power	1.16	
Painter—Spray	1.16	
Planer—Double Surfacer (Wood)	1.16	
Press—Drill—Multiple Spindle	1.16	
Press—Drill—Radial	1.16	
Press—Flange—Cold	1.16	
Press—Forming—Stripper	1.16	
Press—Punch—Heavy	1.16	
Press—Punch—Light—Hot	1.16	
Press—Straightening	1.16	
Saw—Resaw & Rip No. 156	1.16	
Screw Machine—Hand	1.16	
Shaper—Wood	1.16	
Shear—Heavy Billets	1.16	
Shear—Rotary & Nibbler	1.16	
Shear—Square 8' x 12'	1.16	
Solderer—Hand	1.16	
Sticker—Wood	1.16	

Job Classification	Timing Rate	Timing Rate For New Jobs
Torch Cutter--Oxygraph	1.16	
Welder--Butt	1.16	
Welder--Spot	1.16	
Welder--UNA	1.16	
Boring Mill--Niles	1.24	
Bulldozer--Heavy--Hot	1.24	
Crane Man	1.24	
Grinder--Crank & Finish	1.24	
Hammer--Board--2000#	1.24	1.32
Hammer--Steam--3000# & 4000#--Helper	1.24	1.32
Header--2 1/4"	1.24	1.32
Header--4" & Over--Helper	1.24	1.32
Lathe--Engine--Flywheels	1.24	
Lathe--Lo-Swing	1.24	
Lathe--Turret--A	1.24	
Lathe--Vertical Turret	1.24	
Press--Flange--Hot	1.24	
Welder--Arc & Acetylene	1.24	
Hammer--Steam--1000#--1500#--2000#	1.32	1.40
Hammer--Steam--8000#--12000#--Helper	1.32	1.40
Screw Machine--Automatic	1.32	
Hammer--Steam--3000# & 4000#	1.48	1.56
Header--4' & Over	1.48	1.56
Hammer--Steam--8000# & 12000#	1.56	1.64

SCHEDULE B--PIECE WORK PLAN

TRACTOR WORKS

Job Classification	Timing Rate
Broach--Vertical Size	1.00
Burrer (Hand or Machine) All Depts.	1.00
Grinder--Case Spotfacer (Valve Rocker Arms) Dept. No. 233	1.00
Grinder--Rough Snag--All Depts.	1.00
Mark for circle shear	1.00
Oil Groover (Camshaft)	1.00
Pointer (Shafts) Dept. No. 241--(Rods) Dept. No. 236	1.00
Press--Drill--Sensitive--S.S. Work	1.00
Reaming Machine--Power--Bench Type	1.00
Riveting Machine--Tubular	1.00
Roll--Power (Burring Shims)	1.00
Shear--Alligator & Swaine Press--Dept. No. 236	1.00
Shear--Manually Operated --Dept. No. 225	1.00
Tappers (Garvin--Cleveland--Etc.) All Depts.	1.00
Tire Handlers (Unload and store Tires, Rims, Etc.)	1.00
All helpers not otherwise listed	1.00
Assembler B (Sub-assemblies) Dept. No. 228, Tractor Line --Dept. No. 231, Motor Line --Dept. No. 229, Skid Motor Line	1.08
Assembler B (All assemblers not otherwise listed	1.08
Balancing--Static	1.08
Broach--Horizontal--Power --All Depts.	1.08
Centering Machine--All Depts.	1.08
Gear Shaving	1.08
Grinding--Heald (Notching Gears for weld spots) Dept. No. 247	1.08
Grinding (Face)--Arter--Dept. No. 233-247	1.08
Grind & Rough Polish--Dept. No. 244	1.08
Grinder--Disc--Horizontal Spindle	1.08
Grinder--Heald Ring	1.08
Grinder--Table--Rough--Dept. No. 244	1.08
Helper--Paint Sprayer	1.08
Helper--Bliss Double Action Fender Press	1.08
Lathe--Acme (Facing Pistons Only)	1.08
Lathe--Engine--All Depts.	1.08
Lathe--Fox	1.08
Lathe--Fay (Turn and Chamfer chucking end of shafts)	1.08
Lathe--Semi-automatic (Face Gear Blanks) Dept. No. 238	1.08
Loader--Tractor & Parts	1.08
Milling Machine--Hand	1.08
Painter--Dip	1.08
Press--Drill (Point Gear Teeth)	1.08
Press--Drill--Kingsbury Automatic	1.08
Press--Drill--3-Spindle Avey (Cylinder blocks)	1.08
Press--Drill--Upright--S.S. Work (Medium)	1.08
Press--Drill--Barnes S.S. W/Mult. Head (Oil Pump & Covers)	1.08
Press--Drill--Sensitive--Multiple Spindle (when running 2 or more spindles simultaneously	1.08
Press--Brake--Hand or Power	1.08

Job Classification	Timing Rate
Press--Punch--Light	1.08
Riveter--White High Speed Hammer	1.08
Saw--Metal--Band	1.08
Saw--Metal--Power Hack (Two or more machines run simultaneously by one operator	1.08
Straightener (Other than power operated)	1.08
Stud Driver--Cylinder Blocks	1.08
Tester--Water	1.08
Threading Machines--Single or Multiple Spindle--All Depts.	1.08
Tinner--Solder Dip	1.08
Tire Hauler	1.08
Tire Moulder	1.08
Washer--Machine or Tank	1.08
Wash Tank--Handy Man--Dept. No. 237	1.08
Wire Machine (Roll in stiffener wires)	1.08
Assembler A (Assemble & Rivet Hubs, Spokes, Rims, Open Type Wheel) Dept. No. 235	1.16
Assembler A (Fenders) Dept. No. 236	1.16
Assembler A (Power Conveyor Controlled Operations) Tractor Assembly Line--Dept. No. 228	1.16
Assembler A (Motor & Cylinder Head) Dept. No. 231	1.16
Assemblers A (Skid Motor Conveyor Assembly Line) Dept. No. 229	1.16
Babbitter (Connecting Rod Spinner)	1.16
Balancer--Dynamic	1.16
Balancer--Dynamic--Static (Fan Pulleys & Flywheels) Dept. No. 233	1.16
Balancer--Gisholt--(Belt Pulleys)--Dept. No. 235	1.16
Boring Machines (Bearing Carriers, Cylinder Sleeves, Pistons, Connecting Rods)	1.16
Can Seamer--Cameron	1.16
Drill--Crankshaft Oil Hole	1.16
Drill--Double End--4 Spindle --Barnes Horizontal (Gear Shifters)	1.16
Gear Cutter--Hobbers--Shapers --Bevel Gear Roughers--Worm Machines	1.16
Grinder-Surface--Blanchard	1.16
Grinder--Centerless	1.16
Grinder--Surface--Diamond--Dept. No. 225	1.16
Grinder--Double Ring (Connecting Rod)	1.16

Job Classification	Timing Rate
Grinder--Spline--Fitchburg	1.16
Grinder--Internal	1.16
Grinder--Thread	1.16
Honing Machine--Sunnen	1.16
Lapping Machine--Norton Crankshafts)	1.16
Lathe--Lo-Swing (Shaft work) --Dept. No. 240 only	1.16
Lathe--Semi-Automatic--Gisholt--LeBlond (Cylinder Barrels)	1.16
Lathe Semi-Automatic--Fay (Axle Housings)	1.16
Lathe--Turret--Ram Type	1.16
Machine Group--Gardner Automatic Grinder--LaPointe Broach (Rear Axle Sprockets) Dept. No. 234	1.16
Machine Group--Sundstrand Stub Lathe--LaPointe Broach--(Belt Pulleys)	1.16
Machine Group--Foote-Burt Multiple Spindle Drill--Garvin Tapper S.S. Drill W Multiple Head (LA & D Main Bearing Caps)	1.16
Machine Group--Baush Multiple Drill--Hoeffert 2-Spindle Drill (Model LA Cylinder Block)	1.16
Machine Group--Potter & Johnston--Sensitive Drill (Differential Brake Housings) Dept. No. 234	1.16
Machine Group--Oil Gear Surface Broach--Peerless Metal Power Hack Saw (Connecting Rod) Dept. No. 233	1.16
Machine Group--Cincinnati Mill American Radial Drill (LA Cylinder Block)	1.16
Machine Group--Cincinnati Bickford Radial Drill, Baker Drill, Air Press (Front Drop Center Wheels) Dept. No. 235	1.16
Machine Group--Lo-Swing Lathe--Metal Power Hacksaw--Double End Centering Machine (Rear Axle Shafts) Dept. No. 234	1.16
Milling Machine--Multiple Spindle--Rotary (Radiator Side Members) Dept. No. 225	1.16
Milling Machine--Group of three machines (Governor Weights only) Dept. No. 241	1.16
Milling Machine--All Power Feed Milling Machines ex-	

Job Classification	Timing Rate
cept Ingersoll Heavy Duty Type Mills or Rotary Mills	1.16
Painter — Spray	1.16
Press — Drill — H.D. — S.S. — (With or without Multiple. Head) — or two or more spindles in line	1.16
Press — Drill — Radial	1.16
Press — Drill — Upright — Medium — two or more spindles run simultaneously	1.16
Press — Drilling and/or Tapping — Vertical — H.D. — Multiple Spindle	1.16
Press — Punch (Spade Lugs)	1.16
Press — Punch — Heavy Straight Side — Light Double Action	1.16
Shear — Square — 8' and up	1.16
Shear — Rotary	1.16
Solder — Hand	1.16
Straightener — Power Machine	1.16
Tooth — Gear — Rounding and Pointing Machine	1.16
Welder — Taylor-Winfield (Fuel Tanks)	1.16
Welder — Spot	1.16
Automatic Chucking Machines — Goss & DeLeeuw — Acme-Gridley	1.24
Automatic Cut-Off Machine — 4-Spindle — Cone (Two Machines run simultaneously by one operator)	1.24
Boring Machine — Horizontal — H.D. — Gang	1.24
Drill & Tap Machine — H.D. Horizontal — Gang	1.24
Gear Cutter — Gleason Generator (Finish cut Bevel Gears)	1.24
Honing and Lapping Machine Hutto — Barnes (Cylinder Sleeves)	1.24
Grinder — External Cylindrical — (From Centers)	1.24
Lathe — Semi-Automatic (Two Machines run simultaneously by one operator	1.24
Machine Group — Potter & Johnston — Two Barnes Drills (Oil Pump)	1.24
Machine Group — Case Built Mill & Drill — Case Drill & Tapping Machine — Case Air Press Lever Drill (Radiator Bracket) Dept. 233	1.24
Machine Group--LaPointe Broach--Rockford Boring Machine Colburn Drill	

Job Classification	Timing Rate
Drill Unit Mounted on Broach (SC & DC Rear Drop Center Wheels)	1.24
Machine Group — Fay Automatic — Libby Lathe — Heald Boring Machine (4th Speed Ring Gear)	1.24
Milling Machine — Ingersoll Type — H.D.	1.24
Milling Machine — Multiple Spindle — Rotary (Cylinder Heads & Cylinder Blocks)	1.24
Press — Punch — Bliss — Double action — MW 436 (Fender)	1.24
Process Machine — (S Cylinder Block) — Barnes — Dept. No. 239	1.24
Welder Arc	1.24
Automatic Screw Machine (Three Machines run simultaneously by one operator)	1.32

SCHEDULE B--PIECE WORK PLAN
TRACTOR WORKS FOUNDRY

Job Classification	Timing Rate
*Chippers and Grinders — B — (Except Cylinder Blocks and Transmission Cases)	$1.16
*Core — Cleaner & Blackwasher	1.16
Core — Handlers (Oven Tender — Sorters — Carriers — No. 1 Oven	1.16
*Core Knockout — Hand (Flask & Casting	1.16
Core Knockout, Outside Table Men, Take Off Spills and Take out Castings Unit A	1.16
*Core Blower	1.16
*Core Fitter — B (All Core Fitting except Cylinder Block and Cylinder Head	1.16
Dish Maker — Unit A	1.16
Dish Setter & Clamper — Unit A	1.16
Helper — Drag & Cope Table — Unit A	1.16
*Helper — Facing Machine	1.16
Ladle Liner — Mixing Ladle at Cupola	1.16
Oven Tenders — Load and Unload No. 3 & No. 4 Ovens	1.16
Sand Tender — Units A & D	1.16
*Sand Distributor — Core Room	1.16
Shakeout — Unit C & D	1.16
*Sort, Count and Load Castings — Mill Room	1.16

Job Classification	Timing Rate
Table Helper & Mix Sand--Unit C	1.16
*Take out Castings--Night	1.16
*Tumble Mill	1.16
*Core Carrier--Unit D	1.16
*Chippers & Grinders--A--(Cylinder Blocks & Transmission Cases)	1.24
*Core Maker--Bench & Small Machine	1.24
*Core Maker--Floor	1.24
*Core Maker--Large Machine	1.24
*Core Fitter--A (Cylinder Blocks & Cylinder Heads)	1.24
*Crane--Monorail--Cold	1.24
*Cupola Charging Group	1.24
Ladle Man--Pour--Unit C	1.24
Ladle Man--Pour & Clamp--Unit D	1.24
Molder--Spinner (Universal Joints)	1.24
Pourer--Unit A	1.24
*Sand Mixer Machine--Core Sand	1.24
*Sand Cutting Machine	1.24
*Facing Machine	1.24
Sand Slinger--Green Sand Core--Unit A	1.24
Shake out--Machine--Pit--Unit A only	1.24
Table Man--Unit C	1.24
Core Setter--Unit A	1.32
*Crane--Monorail--Hot	1.32
*Crane--Overhead	1.32
Molder--Bench--Squeezer--Floor	1.32
Molder--Machine (Floors & units)	1.32
Sand Slinger--Drag & Core--Units A & C	1.32

COMPANY: Confidential

UNION: Auto Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: Piece workers--15% below base rate, but not less than 85¢; day workers--15% below base rate, but not less than 97¢

Shift Bonus: 5% on 2nd, 10% on 3rd shift

COMPANY: Confidential

UNION: Machinists

LOCATION: Great Lakes

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; expires March 1948

Hiring Rate: Piece workers--15% below base rate, but not less than 86½¢; day workers--15% below base rate, but not less than 99½¢

Shift Bonus: 7¢ on 2nd and 3rd shifts

FOOD PRODUCTS

COMPANY: Confidential (Fish Packing)

UNION: Longshoremen--AFL

LOCATION: New England

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; agmt. expires May 1949

Hiring Rate: 70¢ for inexperienced women for 30 days, then 75¢; 75¢ for first summer season for casual male employees of school age, 85¢ thereafter as long as they remain in general help classification

Classification	Hourly Rate
Canning Factory Machine Men	$1.10
Checker	1.12
Coopers	1.08
Cutters	1.25
Electric Truck	1.08
Flake Yard Cullers	1.09
Freezermen	1.15
Oil Boat	1.07
Ice Men	1.15
Headers	1.09
Label Machine	..815
Machine Operators (Salt Fish)	1.11
Panning (Freezermen)	1.15
Panning (Women)	1.00
Pen Room	1.12
Salt Fish Knife Men	1.11
Salt Shovelers (Freight Cars)	1.27
Scalers	1.09
Scooter	1.08
Smokers in Smoke House	1.10
Smoke House Hangers	1.15
Splitters	1.09
General Help	1.05
Weighers (Fillet)	1.15
Bridgemen	1.12
Weighers from Cutters	1.12
Women	.75
Splitting Mackerel	1.25
Nailing Machine	1.10
Oil Workers	1.11
Ex-vessel Weigher of Fresh Fish	1.25
Watchman (Weekly)	$47.00
Steaking Ground Fish	1.10
Freight Cars	1.06
Gorton's Fillet Dumper	1.15
Gorton's Floorman, Packing Room	1.10
Wiring Machine, Hand	1.08
Wiring Machine, Foot	1.10

Section 3. Salt Fish:

a) Piece Rates: The following piece rates shall apply to skinners and bonepullers per one hundred (100) pounds:

	Skinning	Bonepulling	
	Base	Base	Thin
Type of Fish	Quality	Quality	Quality
Large Fish	$ .825	$ .46	$..60
Medium Fish	1.11	.67	.80
Snappers	1.65	.95	1.18
Hake	1.11		
Haddock	1.65	.95	1.18
Pollack	.825		
Cusk	1.11		

Increases in piece rates for skinning up to sixty (60) per cent may be allowed to compensate for poor quality fish.

Example of base quality fish: Gaspe pickled cured.

Example of poor quality fish requiring sixty per cent increase: Newfoundland thin salt bulk.

In the event that employees who work on piecework do not make the minimum wage rate in this Agreement, they shall be paid the minimum rate. In the event that bonepullers are unable to make the minimum rate of wages over a period of time, they shall be transferred to another classification. ***

b) Skinning salt fish shall consist of the following operations: removing the skins, fins and tailbone; picking the nape, and cutting the blood off the edge of the nape bone.

Fish measurements for skinners are as follows:

Snappers	--	16 inches or under
Medium	--	16-22-inches
Large Fish	--	22 inches or over

c) Trimming fish shall consist of:

Removing the hockey bone.
Trimming the rib bone off the surface.
Removing remains of tail bone and peth bone.

COMPANY: Confidential (Fish Packing)

UNION: Seafarers--AFL

LOCATION: Pacific

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: At any time

I. *Hourly minimum for experienced women $1.25
Hourly minimum for men 1.40

II. Classifications:

Head scaling machine operator	1.72½
Assistant Sealing machine operator	1.43
Assistant foreladies	1.40
Checkers	1.35
Chief Label machine operator	1.50
Label machine operator	1.45
Tuna Butchers: Class A	1.80
Class B (Max. training period - 6 mos.)	1.60
Tuna cooker operator	1.62
Tuna cooker helper	1.43
Retort operator	1.60
Retort helper	1.43
Combination weighman and hoistman	1.50
Weighman	1.50
Hoistman	1.43
**Maintenance Mechanic	1.65
Maintenance Men	1.57½
Fertilizer plant operator	1.62½
Fertilizer plant assistant operator	1.52½
All labor in fertilizer plant	1.43
Raw fish smeller	1.45
Engineers	1.65
Truck driver	1.43
Watchmen (per month) 48 hr. week (including overtime compensation	225.00
Head liver picker	1.50
Hour workers (flake, scrap girls)	1.30
Casing machine Operator	1.43
Nurse	1.35
Rest Room Matron	1.30
Flake packing machine operator	1.43
Box Stitcher	1.43
Fork-lift Operator	1.43
Minimum in the Fish Room	1.43

Monthly Men:
Employees falling within above classifications on a monthly salary shall receive same in accordance with hourly wage rate for each classification.

*Experienced women: Piece rate workers are considered experienced after completing seven (7) working days.

**Must be able to weld and operate lathe according to accepted practice.

COMPANY: Confidential (Meat Packing)

UNION: Longshoremen & Warehousemen --CIO

LOCATION: South Central

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: Once during term; 1-yr. agmt.

Shift Bonus: 7¢ for night work.

Job Classifications	Hourly Rate
Grinder	.93½
Smoker and Cooker	.94½
Linker	.78½
Boner	1.06
Packer	.78½
Egg Grader	.78½
Wrappers	.78½
Stuffers (Female)	.89½
Stuffers (Male)	.94½
Meat Washers	.89½
Choppers	1.04½
Truck Drivers	.93½
Car Unloaders	.89½
Provision Helpers	.93½
Janitor	.89½
Beef Cooler Helper	.93½
Loaders	.89½

COMPANY: Confidential (Dairy)

UNION: Operating Engineers--AFL

LOCATION: Pacific

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates:

Chief Engineer	$2.06
Chief Op. Engineer	$1.98
Assistant Chief	$1.81½
Watch Engineer	$1.65
Junior Engineer	$1.44
Ice Puller	$1.30

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

COMPANY: Confidential (Dairy)

UNION: Machinists; Painters--AFL

LOCATION: Pacific

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates: (Same for members of both unions.)

Working Foreman	$1.81½
Journeyman	$1.65
Apprentice	
1st yr.	$ .93
2nd yr.	$1.07½
3rd yr.	$1.23
4th yr.	$1.48½

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

COMPANY: Confidential (Coffee)

UNION: Meat Cutters and Butcher Workmen--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: After 1 year

Hiring Rate: $1.06 for men, 5¢ increase after 20 working days (or 30 calendar days); 91¢ for women, 3¢ increase after 20 working days (or 30 calendar days)

Shift Bonus: 8¢ on 2nd, 10¢ on 3rd shift

COMPANY: Confidential (Meat Packing)

UNION: Meat Cutters and Butcher Workmen--AFL

LOCATION: Great Lakes

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: At any time; 2-yr. agmt.

Shift Bonus: 7¢ for night work.

The rates contained herein do not include fringe issues, such as: changing into and out of clothes, 50c per week in lieu of furnishing clothes, holidays not worked and other fringe items not enumerated.

BEEF KILL	WAGES per Hour	CATTLE per Hour
Knocking Only	$1.14	80
Knocking & Raise Gates	1.14	60
Heading Only	1.30	30
Head & Stick	1.30	25
Foot Skinner	1.10	35
Leg Breaker	1.17	25
Rip Open	1.17	80
Floorsman	1.62½	15
Breast Sawer	1.14	75
Open Hitch	1.06	40
Tail Ripping	1.06	75
Feld Cutter	1.22½	27½
Dropping Cattle	1.08½	80
Gutter	1.21	40
Backer	1.47½	40

BEEF KILL		
Tail Sawer	$1.17	30
Splitting	1.62½	25
Clearing Out & Drop Hides	1.30	25
Clearing Out only	1.30	40
Drop Hides only	1.30	40
Chuck Splitter	1.28	60
Cutting Out Tongues	1.06	100
Head Boner	1.15	32½
Rumping Cattle	1.41	40
Hand off cattle from heights	1.16	60
Common Labor	1.04	
Beef Luggers	1.27	
Shrouder	1.18	

OFFAL	WAGES per Hour
Saw Horns	$1.10½
Trim Plucks	1.06
Skin Weasons	1.06
Separate Guts	1.06
Trim Sweetbreads	1.06
Trim Lungs	1.06
Trim Pecks	1.06
Trim Ruffles	1.11
Trim Paunches	1.17
Trim Liver & Hearts	1.06
Skin Slunks	1.13½
Cook Tripe	1.13½
Scald Tripe	1.10½
Trim Tripe & Run Machine	1.13
Separate & Tie	1.06½

TANK HOUSE	
Cookers	$1.21½
Load & Dump Tanks	1.11
Pressmen Crackling	1.11

BEEF COOLER	
Boning	$1.39½
Part Time Luggers	1.22
Full Time Luggers	1.27
Polerman	1.21½
Scalers & Checkers	1.15½
Cutters	1.35½

HOG KILL	
Shackler	$1.20
Stickers	1.34
Scalders	1.19½
Cut Gem Strings	1.14
Pull in Pull Thru Hooks	1.14
Hook on Hair Machine	1.14
Put in Gambols	1.06
Steam Tenders	1.09½
Shave Hams	$1.20
Shave Sides	1.20
Shave Backs	1.20
Shave Shoulders	1.20
Shave Heads	1.20
Shave Front Feet & Shanks	1.20
Headers	1.30
Split Breasts	1.23
Mark Bellies for Opener	1.09
Open Hogs	1.30
Break Aitch Bones	1.22
Cut Out Pizzles & Bladder	1.10½
Drop Bung Cuts	1.30
Snatch Guts	1.30
Marker for English Meat	1.09½
Cut Off Ster-Heads & Switch Out	1.23
Splitters	1.34
Retaining Room Butcher	1.23
Clean Pigs Feet	1.14

HOG KILL	
Split Retained Hogs	$1.34
Cut Off Condemned Heads	1.14
Government Doctor Butcher	1.14
Face Hams	1.30
Drop Flanks	1.23
Pull Leaf Lard	1.20
Overshavers	1.14
Hook Room	1.14
Pull Bung Out	1.15½
Separate Guts	1.14
Trim Plucks	1.14
Trim Tongues & Livers	1.14
Trim Stomaches	1.14
Shave Stomach Linings	1.14
Mark Snouts	1.14
Head Skinner	1.14
Head Chiseler	1.13
Head Templer	1.14
Ster. Head Butchers	$1.23
Ster. Head Chiseler	1.20
Tonguer	1.08½
Laborers	1.04
Cut Out Ear Drums	1.09
Head Machine	1.09
Shave Lips & Snouts	1.14
Head Cheeker	1.24
Cutting & Cleaning Heart	1.13½

HOG CUTTING	
Cut down at bench	$1.08
Chop Hogs with Cleaver	1.29
Split Necks	1.08
Saw Hams	1.08
Saw Neck Ribs	1.18
Cut Off Hams	1.17
Raise Rib Ends	1.17
Cut Off Shoulders by Wheel Knife	1.17
Saw Hind Feet	1.08
Trim Hams	1.28
Finish Hams on Cutting	1.17
Skin Hams on Cutting	1.17
Bands Saw Man	1.08

	WAGES per Hour
Bone Shoulders	1.17
Trim Shoulders and Skin	1.17
Trim Callies	1.17
Trim Butts	1.17
Pull Butts	1.17
Trim Plates	1.08
Sausage Meat Trimmers	1.08
Scriber	1.17
Pull Loins	1.28
Split Fat Backs	1.08
Trim Loins	1.08
Ribbers Denver Knife	1.17
Trim Bellies	1.28
Trim Fat Backs	1.17
Grade Loins	1.06
Grade Bellies	$1.06
Grade Hams	1.06
Finish Hams in Cellar	1.17
Saw Shoulders and Front Feet	1.08
Skin Shoulder	1.08
Trim Shoulders and Butts	1.08
Loin Puller Scriber and Spellman	1.28
Trim Frozen Bellies	1.28
Saw Hocks	1.08
Cooler Labor Hog Gang	1.04
Sausage Trimmer	1.08
Common Labor	1.04
Trim Neck Bones	1.08
Trim Pig Tails	1.10
Packing Pork Offal	1.10
Cut Jowls	1.10
Fleshing Machine	1.02

	WAGES per Hour
Beef Boning	1.33
Ham Boners	1.22
Ham Boner Helpers	1.04

HOG CASINGS

Pulling Small Guts	$1.07
Pulling Bungs	1.07
Trimming Bungs	1.17
Machine	1.08
Labor	1.04
Grading (Women)	1.09½

CASING

Male Rates

Pulling Small Guts	$1.11
Pulling Hog Bungs	1.09
Trimming Hog Bungs	1.11
Washing Hog Bungs	1.01
Feeding Casing Machine	1.06
Runners	1.22½
Stripper	1.22½
Cut out pull	$1.22½
Bungs Fatter	1.20½
Mid Fatter	1.20
Slime Machine	1.20
Select Mid	1.22½
Select Rounds	1.20½
Trim Rounds	1.22½
Trim Bungs and Salt	1.15

COMPANY: General Seafoods, Inc.

UNION: Food and Tobacco Workers--CIO

LOCATION: New Orleans, La.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates: 65¢ for women, 70¢ for men

COMPANY: Confidential (Meat Packing)

UNION: Meat Cutters and Butcher Workmen--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: At any time

Hiring Rate: Men--96¢ (plus 6¢); women--85½¢ (plus 6¢)

Shift Bonus: 7¢ for night work

COMPANY: Confidential (Salt)

UNION: Chemical Workers--AFL

LOCATION: Great Lakes

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: At any time

Hiring Rate: $1.04 for men, 90¢ for women

Shift Bonus: 4¢ on 2nd, 6¢ on 3rd shift

PRODUCTION—MALE

DEPARTMENT

BAG FACTORY

Asst. Foreman	$1.34
Machine Operator	1.26
Janitor	1.06

BLOCK PRESS

Press Operator (New Press)	1.22 PW
Block & Brick Press Operator (Old Press)	1.22
Press Helper (New Press)	1.10 PW
Block & Brick Press Helper (Old Press)	1.10
Sulphur Blender	1.10

CONTAINER STORES

Asst. Foreman	1.18
Helper	1.10

LOADING

Car Checker	1.30
Package Loader	1.22 PW
Case Storage Operator	1.18
Case Storage Helper	1.10
Car Sealer	1.14
Car Cleaner	1.10
Warehouse Janitor	1.10
Track Cleaner	1.06

MACHINE FILLING

Asst. Foreman	1.30
Square Carton Machine Operator	1.22 PW
Tight Wrap Operator	1.22 PW
Round Can Labeler Operator	1.18 PW
Round Can Hopper Feeder	1.10 PW
Pack and Sew Bales	1.10 PW
Case Packer	1.10 PW
Janitor	1.06

MILLING

Asst. Foreman	1.38
Swing Open Pan & Vacuum Pan Dryerman	1.26
Vacuum Pan Dryerman	1.22
Open Pan Dryerman	1.22
Dryerman's Helper	1.10
Flour Blenderman	1.14
Vacuum Pan Blenderman	1.14
Utility Man	1.14
Dry Bin Tender	1.10
Janitor	1.06

OPEN PAN

Asst. Foreman	1.30
Swing Pan & Centrifugal Operator	1.30
Open Pan Operator	1.26
Open Pan Cleaner	1.18
Rake & Pipe Cleaner	1.18
Swing Rake & Pipe Cleaner & Centrifugal Opr.	1.18
Centrifugal Operator & Wheeler	1.18

SACK FILLING

Butter & Cheese Supervisor	1.22
Buckeye Packer	1.22
Utility Packer	1.22
Flour Packer	1.18
Vacuum Pan Packer	1.18 PW
Butter & Cheese Packer	1.14
Crescent Medium Packer	1.14
Hand Sack Filler	1.18 PW
Janitor	1.06

VACUMM PAN

Pan Operator, 1st Class	1.42
Pan Operator, 2nd Class	1.26
Asst. Pan Operator	1.18

SPECIAL RATES
(Casual Jobs)

Loader's Helper	1.14
Salt Tablet Press Operator	1.14
Bulk Loader—Hand	1.10
Bulk Loader—Machine	1.10
Salt Wheeler—Open Pan	1.06
Salt Wheeler—Vacuum Pan	1.06 PW

PRODUCTION—FEMALE

BAG FACTORY

Multigraph Operator	1.18
Part-time Helper & Relief Multigraph Opr.	1.06
Bag Cutting Machine Operator	.96 PW
Bag Sewer	.96 PW
Bag Tubing Machine Operator	.96 PW
Bag Turner Operator	.96 PW
Cutting Board Girl	.96 PW
Inspector	.96 PW
Pocket Sewer	.96 PW
Pocket Turner	.96 PW
Printing Press Feeder	.96 PW
Printing Press Tailer	.96 PW
Utility Girl	.96

CONTAINER STORES

Case Labeler	.96 PW

MACHINE FILLING

Fill & Sew Pockets	.96 PW
Round Can Line Girls	.96 PW
Square Carton Feeder	.96 PW
Utility Girl	.96 PW

MAINTENANCE

CARPENTER SHOP

Carpenter, 1st Class	1.46
Carpenter, 2nd Class	1.30
Carpenter, Helper	1.14

ELECTRIC SHOP

Asst. Chief Electrician	1.50
Electrician, 1st Class	1.46
Electrician, 2nd Class	1.30
Electrician's Helper	1.14
Batteryman	1.18

LABOR

Truck Driver	1.14
Yardman, 1st Class	1.10

MACHINE SHOP

Machinist, 1st Class	1.50
Machinist's Helper	1.18

MILLWRIGHT SHOP

Asst. Foreman	1.50
Millwright, 1st Class	1.46
Millwright, 2nd Class	1.30
Millwright Helper	1.14

PAINT SHOP

Painter, 1st Class	1.38
Painter, 2nd Class	1.22
Painter's Helper	1.10

PIPE SHOP

Pipe Fitter, 1st Class	1.46
Pipe Fitter, 2nd Class	1.30
Pipe Fitter's Helper	1.14
Pipe Coverer	1.30
Fire System	1.22

WATCHMAN

Watchman	1.14

WELDING SHOP

Asst. Foreman, Welding	1.58
Welder, 1st Class	1.46
Welder, 2nd Class	1.30
Welder's Helper	1.14

WELLMEN

Driller	1.50
Tool Dresser	1.34

CLEANERS AND JANITORS

Janitor—Male	1.06
Office Cleaner—Female	.96

MISCELLANEOUS

Utility Man—Maintonance	1.18
Tool Crib Attendant	1.10

STEAM AND POWER

BOILER HOUSE

Crane Operator	1.38
Swing Fireman—Repairman	1.38
Fireman	1.34
Boiler Washer (License)	1.30
Boiler Washer (No License)	1.26
Repairman	1.22
Swing—Repairman—Ashman	1.22
Ashman	1.18
Coal Unloader	1.22
Janitor	1.06

POWER PLANT

Asst. Chief Engineer	1.50
Swing Engineer	1.46
1st Engineer	1.46
2nd Engineer	1.38
Pump Repairman (License)	1.38
Pump Repairman (No License)	1.10
Filter Plant Supervisor	1.22
Filter Plant Operator	1.18
Swing Filter Plant Operator & Watchman	1.18
Janitor	1.06

COMPANY: Detroit Dairies and Creameries
UNION: Retail and Wholesale Employees--CIO
LOCATION: Detroit, Mich.
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: July 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Classification	Hourly Rates for Indicated Periods of Service: First 13 Week Period	Second 13 Week Period	Third 13 Week Period	Fourth 13 Week Period	After One Year's Continuous Service
FEMALE OFFICE EMPLOYEES					
(Key Drive Machine Operators					
(Bookkeeping Machine Operators	$1.00	$1.05	$1.10	1.15	$1.20
(Stenographers					
Order Clerks	.90	.95	1.00	1.05	1.10
First Position Order Clerks					1.15
Chief Order Clerk					1.20
Clerks	.85	.90	.95	1.00	1.05
Cashiers (Part Time)	1.20	1.25	1.30	1.35	1.40
MALE OFFICE EMPLOYEES					
Cashiers (Full Time)	1.40	1.45	1.50	1.55	1.60
Garage Clerks	1.20	1.25	1.30	1.35	1.40
Production Clerks (A)					1.65
Production Clerks (B)	1.40	1.45	1.50	1.55	1.60

Machine Operators, classed as "Swing", shall receive 8c per hour above the top Machine Operator's rate.

All the foregoing rates shall be based on a forty (40) hour work week. Time and one-half shall be paid for all hours worked in excess of forty (40) hours in any one week.

CONTACT SERVICE DELIVERY MEN

The rate of pay for experienced and competent contact service delivery men shall be $80.00 per week.

DETROIT DAIRIES

Minimum Rates:

Routeman	$55.00 per week
Retail Swingmen	$60.00 per week
Utility Men	$65.00 per week
Gen. Plant Labor	$65.52 per week
Semi-Skilled	$67.08 per week
Skilled	$68.64 per week
Tank Truck Drivers	$68.16 per week

Hourly Minimums:

Gen. Plant Labor	$1.26 per hour
Semi-Skilled	$1.29 per hour
Skilled	$1.32 per hour
Branch Tractor Driver	$1.36 per hour
Transportation Driver	$1.26 per hour
Transportation Labor	$1.22 per hour
Shipping Clerk	$1.32 per hour

WAGES—MAINTENANCE

17. Maintenance employees shall be classified and shall be paid according to the schedule of minimum rates as follows:

(a) Auto electricians	$1.51 per hour
Combination Refrigeration service men and shop men	1.51 per hour
Refrigeration installation men	1.49 per hour
Refrigeration shop men	1.47 per hour
Refrigeration installation helpers	1.41 per hour
Refrigeration shop helpers	1.33 per hour
Plant machinery maintenance, boiler operators (Full time)	1.50 per hour
Boiler operators and firemen (not doing plant machinery maintenance work)	1.41 per hour
Plant maintenance helpers	1.40 per hour
Auto mechanics	1.50 per hour
Assistant auto mechanics	1.33 per hour
Skilled full time spray and brush painters (including stripers)	1.50 per hour
Body Builders	1.50 per hour
Blacksmiths	1.50 per hour
Greasers and Service Men	1.26 per hour
Washers	1.19 per hour
Painters' helpers	1.26 per hour
Barnmen	1.21 per hour
Physically able male janitors and night watchmen	1.14 per hour
Female janitors	.89 per hour

COMPANY: Borden's Ice Cream Co.

UNION: Retail and Wholesale Union--CIO

LOCATION: Detroit, Mich.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 85¢ for women, 10¢ under classified rate for men; 5¢ increase after 30 days, 95¢ for women, job rate for men after 60 days, "regular" rating ($1.03) for women after 9 mos.

Shift Bonus: 5¢ for night work

Classification	
Working Foremen (Sales Dept.)	$1.46
Shipping Clerks	1.36
Receiving Clerks	1.36
Ice Cream Drivers (Less Commissions)	$44.00
Utility Sales Drivers	1.26
Dock Help	1.11
Highway Drivers	1.36
Seasonal Utility Drivers (experienced)	1.21
Working Foremen (Plant)	1.41
Pasteurizers (while pasteurizing $1.39)	1.36
Freezer Men	1.36
Head Cooler Men	1.36
Head Frostick Men	1.36
Fruit and Flavor Mixers	1.36
Head Stock Room Clerk	1.36
Cut Brick Machine Operators	1.36
Regular Cooler Men	1.28
Regular Pasteurizers' Helpers	1.28
Tank Machine Operators	1.28
Elevator and Freight Handlers	1.28
Regular Night Clean-up Men	1.28
Miscellaneous Labor (Male)	1.18
Female Laboratory Workers	1.18
Regular Female Plant Employees	1.03
Machinery Maintenance and Operating Engineers	1.67
Operating Engineers (Subject to light maintenance work as directed.)	1.51
Operating engineers acting as swing men shall receive five cents (5¢) per hour above the regular base rate of operating engineers. It being understood no further compensation will be paid for night work.	
Junior Maintenance Men	1.40
Inexperienced helpers, apprenticed	1.29
Refrigeration service men	1.55
Refrigeration installation men	1.55
Refrigeration shop men	1.55
Junior refrigeration men	1.40
Inexperienced refrigeration helpers, apprenticed	1.29
Mechanics	1.55
Junior mechanics	1.40
Inexperienced mechanics helpers, apprenticed	1.29
Garage utility men	1.18
Male janitors and night watchmen	1.15

COMPANY: United Dairy Co.

UNION: Retail and Wholesale Union--CIO

LOCATION: Barnesville, Ohio

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: January 1948

WAGE REOPENING: None specified; 1-yr. agmt.

Rates:

Labor, Skilled	$ .95 to $1.00
Labor, Semi-skilled	$ .90 to .95
Labor, General	$ .78 to .90
Labor, Temporary	$ .73 to .85
Plant Mechanic & Gen. Utility Man	$1.10

Shift Bonus: 4¢ for night work

COMPANY: Borden Co.

UNION: Retail and Wholesale Union--CIO

LOCATION: Newark, Ohio

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: December 1947

WAGE REOPENING: July 1948

Hiring Rate: 85¢ for 1st 60 days

Shift Bonus: 5¢ for night work

Job Classification	Starting Rate	Job Rate
Working Foreman of Plant		$1.15
Skilled		1.08
Maintenance Man		
Cabinet Serviceman		
Pasteurizer Operator		
Freezer Operator		
Swing Man		
Semi-Skilled		1.00
Milk Receiver and Grader		
Bottle Filler Operator		
Cooler-Man, Milk		
Cooler-Man, Ice Cream		
Shipping Clerk		
Checker-Return Products and Bottles		
Laboratory Employee - Testing, etc.		
Bottle Washer Operator		
Cheesemaker		
Assistant Maintenance Man		
General Plant	$ .85	.95
Physically Handicapped		.85

COMPANY: Confidential (Sugar Refining)

UNION: Packinghouse Workers--CIO

LOCATION: New England

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: At any time after Jan. 1, 1948

Rates: $1.06 min. for men, 90¢ min. for women

Shift Bonus: 4¢ on 2nd and 3rd shift

COMPANY: Oregon Meat Council and Independent Packers
UNION: Meat Cutters and Butcher Workmen--AFL
LOCATION: Portland, Ore.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: October 1947

WAGE REOPENING: None specified; 1-yr. agmt.

	Per Hour
All around men and Splitters	$1.80
Floorsman	1.80
Rumpers and Backers	1.68
Casing man and Bench men	1.50
Hide droppers, Leggers Headers, Beef Gutters	1.58
Casing Room helpers	1.45
Cattle Knockers, Scalers, Wrappers	1.45
Beef Boners	1.47
Head Tank Man	1.45
Expeller man	1.30
Hide Man	1.45
Tripe cleaner	1.35
Washer	1.30
Shackler	1.40
Truck Loader and Cooler man	1.35
Maintenance	
1st man	1.60
Helper	1.35
3rd man	1.25

The minimum rates of pay for all jobs not classified shall be no less than $1.20 per hour.

FURNITURE

COMPANY: Jasper Office Furniture Co.

UNION: Upholsterers--AFL

LOCATION: Jasper, Indiana

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: Once during term after July 1947

Hiring Rate: 65¢ for first 30 days

	Starting Rate	After 3 Mos.	After 6 Mos.	After 9 Mos.
SPECIAL SKILL	.96		.98	1.01
CLASS A	.91		.93	.96
CLASS B	.86	.88	.91	
CLASS C	.81	.83	.86	

Special Class Cabinet Maker Learners:

Start	3 Mos.	6 Mos.	9 Mos.	12 Mos.	18 Mos.
.55	.60	.65	.70	.75	.80

After twenty-four (24) months to go on 58 - 42 percentage basis with their cabinet maker, provided they can qualify to work with him on this basis.

SPECIAL SKILL:
- Millwright
- Working Foreman
- Assistant Foreman

CLASS A:
- Automatic Lathe Operator
- Hand Lathe Operator
- Hand Jointer Operator
- Planer Operator
- Polisher Operator on Veneered Stock
- Band Saw Operator
- Shaper Operator
- 3-Drum Sander Operator
- Self-Feed Rip Saw Operator
- Edge Sander Operator on Veneered Stock (2d Floor)
- Dovetailer Operator
- Moulder Operator
- Mortiser Operator (Gang and Single)
- Boring Machine Operator
- Glue Jointer Operator
- Rubbing Machine Operator
- Head Stock Man
- Router Operator
- Hand-Feed Rip Saw Operator
- Double Cut-off Saw Operator
- Swing Cut-off Saw Operator
- End Builder (Head Man)
- Glue Room Operator
- Clamp Carrier Operator
- Taping Machine Operator
- Cabinet Makers
- Sprayers (Stain - Sealer - Finish Coats)
- Variety Saw Operator
- Double End Tenoner Operator
- Trimmer
- Grooving Saw Operator
- Veneer Matcher and Taper
- Assistant Shipping Clerk
- Clipper Operator
- Resaw Operator

CLASS B:
- Slide Rimmer
- Trimmer Helper
- Belt Polisher Operator (Solid Stock)
- Edge Sander Operator (Solid Stock)
- End Builder Helper
- Carton Packers
- Filler Brusher
- Off-bearer - Matcher - Taper
- Stockman's Helper
- Hand Rubber
- Moulder Feeder
- Fireman
- Fireman - Watchman
- Top Rimmers
- Glue Room Helper
- Off Bearer - Finish Patcher

CLASS C:
- Panel Stacker (Glue Room)
- Off-bearer
- Yard Labor
- Tape Machine Off-bearer (who does not match)
- Shipping Room Labor
- Sealer Sanders
- Filler Wipers
- Drawer Sander and Waxer
- Desk Pusher
- Leg Blocker

It is understood that the following classification is in effect in the Glue Room: 4 operators in Class A; 2 gluer helpers in Class B; 2 stackers and helpers in Class C.

SPECIAL CLASS:
- Cabinet Maker Learners

COMPANY: Los Angeles Furniture Manufacturers (31 Firms)

UNION: Furniture Workers--CIO

LOCATION: Los Angeles, Calif.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; agmt. expires September 1948

(A). Upholstering Department
(B). Studio Couch Department

	per hr.
Upholsters	$2.00
Cutters	1.73½
Women Cutters	1.63½
Springers	1.63½
Cushion Makers	1.63½
Outsiders	1.63½
Seamstresses	1.35
Sag Proof	1.35
Trimmers and Legman	1.35

(C). Mattress Department

	per hr.
Finishers	$1.73½
Box Spring Makers	1.63½
Garnett Machine	1.63½

Taping Machine	1.58½
Roll Edge Machine	1.58½
Tufting Machine	1.58½
Cutters	1.48½
Women Cutters	1.38½
Filling Machine (Droll or Franke Headman)	1.48½
Mattress and Pillow Closers	1.48½
Sterilizer	1.48½
Seamstresses	1.35
Filling Machine Helper	1.30
Picker	1.25
Beater	1.25

(D). Woodworking Department

(1) A minimum wage rate of $1.32 per hour shall be maintained in the MILL and VENEER departments for all employees who operate, feed, or set up machines, except for the following classifications and minimum rates.

	per hr.
Spindle Carvers	$1.83
Multiple Carvers	1.56
Automatic Turning Lathe Set-up Men	1.56
Double End Tennoner	1.56
Sticker	1.56
Band Saw	1.56
Shaper	1.56
Sample Makers	1.56
Pattern Makers	1.56
Millwrights	1.56
Saw Filers	1.56
Stocksaw Face	1.56
Tape Mach.-Sketchman	1.50
Lay-up Man	1.50
Mold Sanders	1.50
Automatic Trimsaw	1.50
Trimsawyers	1.43
Stock Cutter—Case Goods	1.43
Stocksaw Core—Back and Band	1.42
Veneer Cutter Core—Back and Band	1.42
Knife Grinders	1.56
Detail Router	1.56
Detail Trimsaw	1.56
Veneer Cutter	1.56
Veneer Press Man	1.56
Auto. Stroke Sander	1.56
Veneer Stockman	1.42
Panel Inspector	1.36
Tape Machine and Splicer Operator	1.36
Veneer Inspector	1.36
Veneer Press Helper	1.32
Glue Mixer	1.32
Spreader Off Bearer	1.32

GLUE MEN are to be included in the MILL and receive a minimum rate of $1.32 per hour.

(2) The following minimum rates shall be maintained in the CABINET DEPARTMENT:

1st Class	per hr.
Cabinet Makers	$1.56
Sample Makers	1.56
Repairmen	1.56
Frame Makers	1.56
Door Hangers	1.34
Drawer Fitters	1.34
Case Clamp Men	1.32
Assemblers	1.32
End Clamp	1.32
Inspectors	1.28
Hand Sanders	1.15
Putty Men	1.15
Bed Rail Men	1.15

(3) The following minimum rates shall be maintained in the FINISHING DEPARTMENT.

	per hr.
1st Class Finishers	$1.56
Repairmen	1.56
Spraymen	1.43
Spraymen-Filler, Stain or Undercoat	1.32
Inspectors	1.28
Stripers	1.16
Over Glaziers	1.16
Toners	1.16
Blenders	1.16
Touch-up Men	1.56
Burn-in Men	1.56
Rubbers	1.32
Polishers	1.32
Decorators	1.32
Antiquers	1.16
Highlighters	1.16
Hand Sanders	1.15
Putty Men	1.15
Filler Wipers	1.15

(E). Spring Department

	per hr.
Coilers	$1.40
Knotters	1.23
Spinners	1.21
Assemblers	1.21

(F). Metal Furniture Department

	per hr.
Tool and Die Makers	$1.95
Welders	1.50
Platers	1.50
Maintenance Mechanic	1.50
Buffers and Polishers	1.50
Benders	1.43
Punch Press Operator	1.35
Drill Press Operator	1.35
Shear Operator	1.30
Assemblers	1.28
Riveters	1.28

(G). Shipping Department

The following minimum rates shall be maintained in the SHIPPING DEPARTMENT:

	per hr.
Shipping Clerk	$1.40
Receiving Clerk	1.40
Truck Driver	1.34
Craters	1.30
Checkers	1.30
Load Assemblers	1.30
Warehousemen	1.28
Packers	1.28
Wrappers	1.28
Trimmers and Legmen	1.28
Crater's Helper	1.15
Trimmer's Helper	1.15

(H). Unskilled Employees

The minimum rate for HELPERS, LABORERS, FLOOR BOYS, JANITORS and NIGHT WATCHMEN, shall be $1.09 per hour.

COMPANY: Kirsch Co.

UNION: Auto Workers--CIO

LOCATION: Sturgis, Mich.

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: Any time; agmt. expires May 1948

Shift Bonus: 7½¢ on 2nd, 10¢ on 3rd shift

Labor Grade	Point Bracket	H Hiring Rate (First 30 days)	B Base Rate (After 30 days)	S 6 Months Service Rate	M 12 Months Merit Rate
C-2	0-80	.885	.935	.965	.995
C-1	81-100	.935	.985	1.015	1.055
B-6	101-120	.985	1.035	1.075	1.105
B-5	121-140	1.035	1.085	1.125	1.165
B-4	141-160	1.085	1.135	1.175	1.215
B-3	161-180	1.135	1.185	1.225	1.275
B-2	181-200	1.185	1.235	1.285	1.325
B-1	201-220	1.235	1.285	1.335	1.385
A-5	221-230	1.285	1.335	1.385	1.435
A-4	231-240	1.335	1.385	1.435	1.495
A-3	241-250	1.385	1.435	1.495	1.545
A-2	251-260	1.435	1.485	1.545	1.605
A-1	261-270	1.485	1.535	1.595	1.655

COMPANY: Confidential

UNION: Upholsterers--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: November 1947

WAGE REOPENING: October 1948

	Per Hour
Upholsterers	$1.60
Springers	1.32
Cushion Makers	1.27
Cutters	1.40
Sewers	1.05
Frame Makers (Machine Hands)	1.32
Carvers	1.51
Frame Assemblers	1.07
Finishers	1.16
General Labor	$.92 to 1.02
Shipping Clerk	1.22

Upholstery apprentices shall receive .87 per hour for the first three (3) month period and thereafter as follows:

After 3 months	.97
" 9 "	1.07
" 15 "	1.17
" 21 "	1.27
" 27 "	1.37
" 33 "	1.47
" 36 "	1.60

COMPANY: Confidential (Metal Furniture)

UNION: Steelworkers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: Upon general wage changes in the area

Minimum Rates: Men--$1.11½; women--90¢

Shift Bonus: 4¢ on 2nd, 6¢ on 3rd shift

COMPANY: Fullerton Furniture Factories
UNION: Upholsterers--AFL

LOCATION: Fullerton, Pa.
SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: September 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 75¢ minimum

PRESENT JOB CLASSIFICATIONS	GRADE	PAY SCALE			
Cabinet Maker	A B C	1.40	1.20	1.05	
Shaper	A B C		1.20		
Machine Carver	A B C		1.22		
Hand Carver					
Mill Room Foreman		1.25			
Belt Sander		1.15			
Band Sawyer		1.15	1.07	1.00	
Boring Machine		1.15	1.07	1.00	
Sander		1.15	1.09	1.00	
Marker		1.15			
Set-off-trim		1.15			
Swing Sawyer		1.15			
Mill Room Helpers	A B C D	1.05	1.00	.90	.85

Firemen..... Day Night..... .85 .7875

Delivery-Packing Shipper 1.30
Assistants .90 .80

Finishing Dept. Piece Work Increase of .10¢ per hr.
Average rate for Day rate.

Cushion Dept. Filling 1.35
Closing 1.06

Cutters A B C D 1.35 1.20 1.10 .95

Sewing Department

	Hiring rate	Length of Service in Months 3	6	9	12
Maple Sewing	.75	.80	.85	.90	.95

Maple Sewing Piece Work Increase of .10¢ per hour.

Springers..... A B C D E ..... 1.50 1.30 1.10 1.00 .75

Upholsterers..... A B 1.50 1.35

Trimmer..... 1.10

COMPANY: Confidential (Beds and Springs)
UNION: Furniture Workers--CIO

LOCATION: Great Lakes
SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: March 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

DAY WORK

	Hiring	90 Days	180 Days	1 Year
Tool & Die Maker I	1.35	1.40	1.45	1.54
Tool & Die Maker II	1.20	1.25	1.30	1.39
Tool & Die Maker II	1.05	1.10	1.15	1.24
Die Service & Surface Grinder	.95	1.00	1.05	1.14
Tool Crib Attendant	.90	.95	1.00	1.09
Maintenance Machinist I	1.25	1.30	1.35	1.44
Maintenance Working Foreman	1.25	1.30	1.40	1.49
Electrician	1.15	1.20	1.30	1.39
Experimental Metal Worker	1.15	1.20	1.25	1.34
Maintenance of Material Handling Equipment	1.20	1.25	1.30	1.39
Receiving Dept. Supervisor	1.00	1.05	1.10	1.19
Paint Inventory Keeper	.95	1.00	1.05	1.14
Power Truck Operator	.85	.90	.95	1.04
Millwright	1.10	1.15	1.20	1.29
Millwright II	1.00	1.05	1.10	1.19
Millwright III	.84	.89	.94	-
Millwright Helper	.79	.84	.89	-
Spring Dept. Oven Tender	.79	.84	.89	.94
Watchman	.74	.79	.84	-
Fireman	.74	.79	.84	-
Janitor	.74	.79	.84	-
General Labor	.74	.79	.84	-

PIECE WORK RATES AND CLASSIFICATIONS

Incentive Group	Base Rate
Group 1 - Wire draw machine operator, rivet making machine operator, acetylene welder, paint sprayer, fabric machine operator, and arc welder.	1.22
Group 2 - Automatic helical machine operator, automatic coil and knot machine operator, hand coil and knot operator, gang press operator, springs assemblers, cabinet spotweld squarer, bed bending machine operator, crimp machine operator, power shear operator I, and power brake operator I, slotting machine operator.	1.15
Group 3 - Fabric machine helper, automatic machine helper, bend machine operator, punch press operator, power shear operator II, power brake operator II, bench and platform assemblers, degreaser attendant, bull dozer operator, paint dipping, packers and wrappers, conveyor handler, spot welders, butt welders, stretching (fabric assembler), shipping department	

receiving department, car unloader, oven tender, bundle rails, grinders and polishes, tumbling machine attendant, bed striper, bed decorator. 1.07

Group 4 - Shear helper, power brake helper, material trucker, general labor piece work jobs. .95

Inexperienced piece workers shall be guaranteed the following rates:

Group 1 -	First three months	.94 per hour
	Second three months	1.00 " "
Group 2 -	First three months	.86 " "
	Second three months	.92 " "
Group 3 -	First three months	.79 " "
	Second three months	.84 " "
Group 4 -	First three months	.74 " "
	Second three months	.79 " "

GLASS AND CLAY PRODUCTS

COMPANY: Rolland Glass Co. (Plate Glass)
UNION: Glass, Ceramic and Silica Workers--CIO
LOCATION: Clarksburg, W. Va.

SIZE OF COMMUNITY: 25-100,000
EFFECTIVE DATE: February 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 4¢ on 2nd, 6¢ on 3rd shift

Classification Name	Base Rate Established Feb. 16, 1947
DRAWING ROOM	
Operator	$1.23
Asst. Operator	1.17
Peeper	1.12
Platform Man	1.12
Cut-Off Man	1.12
Breaker	1.12
Comb. Checker	1.25
Checker	1.19
Sheet Trucker	1.12
Relief Man	1.12
Sweeper	1.03
Polariscope Man	1.17
Utility Man	1.12
Cellar Man	1.12
Asst. Foreman	1.28
Shift Foreman	1.48
Border Cutter	1.11
TANK	
Tank Maintenance	1.04
Furnace Tender	1.23
Filler	1.11
Skimmer	1.03
Batch Mixer	1.18
Batch Mixer, Helper	1.10
PRODUCERS—BOILERS	
Gas Producer Operator	1.19
Ash Man	1.06
Telpher Operator	1.29
Fireman	1.19
ANNEALING LEHR	
Lehr Operator	1.20
Lehr Helper	1.12
COVER GLASS	
Filler	1.15
Pipe Man	1.63
Asst. Pipe Man	1.43
Spinner	1.26
Circle Cutter	1.18
ELECTRIC SHOP	
Gas Engineer	1.19
Steam-Electric Engr.	1.19
Electrician—Class A	1.39
Electrician—Shift	1.32
Electrician—Helper	1.12
Oiler	1.05
Armature Winder	1.39
MACHINE SHOP	
Gen. Maint.—Lathe	1.37
Gen. Maint.—Class A	1.37
Gen. Maint.—Class B	1.29
Shift Maintenance	1.29
Gen. Maint.—Helper	1.12
Blacksmith	1.37
Blacksmith Helper	1.12
Sheet Metal Worker	1.32
Gen. Maint.—Welder	1.32
Pipe Fitter	1.32
Blacksmith—Spec. Assign.	1.62

Classification Name	Base Rate Established Feb. 16, 1947
CARPENTER SHOP	
Carpenter—Class A	1.29
Carpenter—Class B	1.25
BOX SHOP	
Cross Cut Sawyer—5/4 and Heavier	1.18
Cross Cut Sawyer-Regular	1.15
Rip Saw Helper	1.03
Rip Sawyer	1.15
Paper Sawyer	1.05
Machine Nailer	1.15
Hand Nailer	1.15
Cleater	1.15
Box & Carton Boy	1.05
Brander	1.15
Checker	1.15
Lumber Man	1.03
Maint.—Box Shop	1.29
Night Supervisor—Box Shop	1.18
Off Bearer	1.03
Lumber Supervisor	1.15
WAREHOUSE	
Car Loader	1.16
Gatherer	1.13
Stacker	1.08
Short Checker	1.15
Comb. Checker	1.22
Motorman	1.11
Trucker — Mech.	1.12
Trucker — Hand	1.08
Strapper	1.15
Checker — Wareh's	1.17
PACKING AND CUTTING ROOMS	
Packer—Base Rate—SS	1.14
Packer—PW Rate—SS	2.23C
Packer Helper—Base Rate — SS	1.10
Packer Helper—PW Rate — SS	1.81C
Packer—Base Rate—DS	1.17
Packer—PW Rate—DS	3.01C
Pack. Help—Base Rate — DS	1.14
Pack. Help.—PW Rate — DS	2.50C
Packer—Base Rate—Heavy	1.18
Packer—PW Rate—Heavy	4.57C
Pack. Help.—Base Rate — Heavy	1.14
Pack. Help—PW Rate — Heavy	3.12C
Packer—Paper Boxes—1st 3 B'k'ts Base Rate — SS	1.14
Packer—Paper Boxes—1st 3 B'k'ts PW Rate — SS	2.52C
Pack. Help.—Paper Boxes 1st 3 B'k'ts Base Rate — SS	1.10

Classification Name	Base Rate Established Feb. 16, 1947
Pack. Help.—Paper Boxes —1st 3 B'k'ts PW Rate — SS	2.13C
Packer—Paper Boxes—1st 3 B'k'ts Base Rate — DS	1.17
Packer—Paper Boxes—1st 3 B'k'ts PW Rate — DS	3.33C
Pack. Help.—Paper Boxes —1st 3 B'k'ts Base Rate — DS	1.14
Pack. Help.—Paper Boxes —1st 3 B'k'ts PW Rate — DS	2.79C
Assembler Base Rate	1.03
Assembler—PW Rate	1.73C
Labeling—SS & Lighter	1.03
Labeling—DS & Heavier	1.04
Papering—Base Rate—SS & Lighter	1.03
Papering—PW Rate—SS & Lighter	3.71C
Papering—Base Rate—DS & Heavier	1.04
Papering—PW Rate—DS & Heavier	3.75C
Box Boy—Base Rate	1.05
Box Boy—PW Rate	4.17M
Carton Boy—Base Rate	1.05
Carton Boy—PW Rate	5.68M
Paper Cutter	1.05
Foreman—Paper Boys	1.19
Night Checker	1.15
Cutting Rm. Trucker	1.12
Snapper-Cutt. Table	1.10
Short Chaser	1.12
Handling Stock Sheets	1.10
Shadowgraph—Checking Conveyor	1.12
Foreman—Box Boys	1.19
Cutting Rm. Labor	1.03
Unpacked Glass Checker	1.19
Shadowgraph—Assembler	1.12
Elevator Man	1.03
LABOR-WATCHMEN, ETC.	
Watchman	1.03
Material Unloader	1.03
Chip Box Man	1.06
Labor Crew	1.03
Tractor Trailer	1.14
Truck Driver	1.12
Batch Unloader	1.10
Cullet Crusher	1.04
Store Room Attendant	1.04
CLAY HOUSE	
Clayhouse Finisher	1.20
Clayhouse Moulder	1.13
Clayhouse Labor	1.03
Clayhouse Ass't Foreman	1.305

Classification Name	Base Rate Established Feb. 16, 1947
MISCELLANEOUS	
Producer Burn-Out Man	1.08
Cement Finisher	1.11
Air Hammer Operator	1.14
Motorman	1.11
Cold Repair—Tank Man	1.07
Painter	1.15
Mortar Mixer	1.03
GRINDING & CHIPPING	
Grinding & Chipping Grinders	1.10
Grinding & Chipping Coaters	1.18
PHOTO	
Diamond Setter and Inspector	1.03
Diamond Setter	.87
Machine Girl	.87
Sheet Cutter	.87
Cross Cutter	.80
Sorter — Checker	.83
Sorter	.82
Re-Cutter	.80
Head Counter	.83
Papering	.80
Packer—Paper Cutter	.85
Shape Cutter	.80
First Aid	.80
Checker	.83
Shape Sorter—Packer	.83
Packer Helper—Trucker	1.12
Machine Boy—Trucker	1.12
Tray Boy	1.03
Cullet Boy	1.03
Sweeper	1.03
All Other Girls	.80
LAMINATED GLASS	
GLASS PREPARATION SECTION	
Unpacker	1.12
Matcher	1.06
Pattern Cutter	1.21
Straight Cutter	1.08
Klages Cutting Machine Operator & Breaker	1.08
GLASS BENDING SECTION	
Lehr Operator	1.20
Lehr Helper	1.10
PROCESSING SECTION	
K. O. Washing Machine Feeder	1.08
Chemical Applicator	1.11
K. O. Washing Machine Inspector	1.23
Brush Cleaning Machine Operator	1.10
Brush Cleaning Machine Helper	1.03
Filming Conveyor Feeder	1.12
Feeder Operator	1.22
Drying Lehr Feeder	1.12
Relief Man	1.12
Assembly Conveyor Feeder	1.10
Film Corrector	1.03
Assembler	1.16
Matcher	1.16
Autoclave Operator	1.18
Press Operator	1.15
Plastic Cutter	1.08
Sand Blaster	1.13
ORDER	
PREPARATION AND STOCK SECTION	
Wire — Wheeler	1.16
K. O. Cleaning Machine Inspector	1.23
K. O. Cleaning Machine Stamper & Feeder	1.16
K. O. Cleaning Machine Packer	1.16
Scrubbing Machine Transferer	1.12
Glass Paperer	1.03
Paper Cutter & Box Boy	1.05
Laminated Glass Pattern Cutter	1.23
Laminated Glass Straight Cutter	1.12
Order Assembler	1.07
Packer	1.23
Asst. Packer	1.10
Utility Inspector & Cutter	1.23
Klages Cutting Machine Operator and Breaker-Laminated Glass	1.12
EDGING SECTION	
Harassing Wheel Operator	1.13
Abrasive Belt Operator	1.13
Rougher	1.13
Cornerer & Touch-Up Smoother	1.13
Smoother	1.16
Scratch Wheel Operator	1.18
Wire Wheel Undercutter	1.13
Glass Cleaner	1.03
Hole Driller	1.16
Hole Driller—Thicker than .250"	1.23
Klages Edging Machine Operator	1.13
LUSTRATHERM SECTION	
Inspector	1.23
Racker & Preliminary Sealer	1.13
Spacer Layer and Assembler	1.15
Conveyor Feeder	1.13
Sealer	1.20
Taper	1.15
Glass Cleaner	1.03
Spacer Preparer	1.03
MISCELLANEOUS	
Clerk	1.11
Temporary Foreman	1.24
Wheel Dresser and Set-Up Man	1.23
Trucker and General Utility	1.12
Sweeper	1.03

COMPANY: Libbey-Owens-Ford Glass Co.

UNION: Window Glass Cutters--AFL

LOCATION: Interstate

SIZE OF COMMUNITY: ---

EFFECTIVE DATE: March 1947

WAGE REOPENING: Once after June 1947; 1-yr. agmt.

Rates: Cutters (day work and piece work mins.) $1.55 per hr.; Inspectors $70.00 per wk.

COMPANY: Confidential (Glass Building Blocks)

UNION: District 50, Mine Workers

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: May 1948

Hiring Rate: 84¢ min. for production workers

Shift Bonus: 4¢ on 2nd, 6¢ on 3rd shift

COMPANY: Confidential (Fused Silica and Quartz)
UNION: District 50, Mine Workers

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: August 1947
WAGE REOPENING: June 1948; 1-yr. agmt.

I. Classification Rate Ranges

Classification	Minimum	Maximum	Pin Point Rates
Foreman Quartz Specialist	$ 2.035	$ 2.485	$ 2.26
Quartz Finisher	1.785	1.935	1.86
Quartz Journeyman	1.535	1.765	1.65
Quartz (Tube) Maker	1.335	1.515	1.425
Apprentice	.935	1.285	1.11
Foreman Head of Furnace Staff	1.685	2.135	1.91
Ass't. Head of Furnace Staff	1.485	1.635	1.56
Furnace Operators	1.335	1.465	1.40
Furnace Helpers	.985	1.285	1.135
General Laborers	.935	1.215	1.075
Carpenter	1.135	1.485	1.31
Cutter & Finisher A	1.485	1.695	1.59
Cutter & Finisher B	1.335	1.465	1.40
Cutter & Finisher C	1.035	1.325	1.18
Shipper	1.035	1.285	1.16
Silica Technician	1.635	2.135	1.885
Dev. & Research Mec. A	1.585	1.785	1.685
Dev. & Research Mec. B	1.335	1.535	1.435
Dev. & Research Mec. C	1.25	1.30	1.275
Precision Grinding & Cutting			1.695
Arc Operator			1.785
Ass't. Arc Operator			1.535
Foreman Research Department	1.80	2.10	1.95

COMPANY: Confidential (Porcelain)

UNION: Glass, Ceramic and Silica Workers--CIO
LOCATION: South Atlantic
SIZE OF COMMUNITY: 25-100,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Minimum Rate: 84¢ for men and 79¢ for women guaranteed on incentive jobs

Shift Bonus: 8¢ for night work

	Bonus Base Rate	Guaranteed Hourly Rate
Board Carrier	$ .77	$1.01
Boiler Fireman & Watchman	.75	.99
Car Repair	.85	1.09
Carpenter	.90	1.14
Clay Handler	.70	.94
Clay Soak Builder	.70	.94
Clerk-Male Ship. Dept	.80	1.04
Clerk - Female	.55	.79
Crating	.60	.84
Crate Maker	.60	.84
Die Builder - "A"	1.20	1.44
Die Builder - "B"	1.05	1.29
Die Setter	.75	.99
Dryer Helper	.70	.94
Dust Mill Operator	.70	.94
Galvanizer	.70	.94
Electrician	1.00	1.24
Electrician Helper	.75	.99
General Labor - Male	.60	.84
General Labor - Female	.55	.79
Glaze Maker	.90	1.14
Green Sagger Placer	.64	.88
Inspectors - Male	.65	.89

	Bonus Base Rate	Guaranteed Hourly Rate
Inspectors - Female	.60	.84
Kiln Fireman	.80	1.04
Kiln Tender & Helper	.60	.84
Machinist "A"	.95	1.19
Machinist "B"	.80	1.04
Machinist "C"	.65	.89
Marker - Ship. Dept.	.80	1.04
Millwright "A"	.95	1.19
Millwright "B"	.80	1.04
Millwright "C"	.65	.89
Night Supervisor - Insp.	1.00	1.24
Oiler	.75	.99
Packers "A"	.65	.89
Packers "B"	.60	.84
Porcelain Cutter	.65	.89
Pumper	.67	.91
Rec. Clerk Helper	.70	.94
Respotter - Insp. Dept.	.60	.84
Supervisor - Assembly Dept.	1.00	1.24
Supervisor - Casting Dept.	1.00	1.24
Supervisor - Night Casting Dept.	1.00	1.24
Supervisor - Dry Press Dept.	1.00	1.24
Supervisor - Fettle & Dipp.	1.00	1.24
Supervisor - Galvanizing	1.00	1.24
Supervisor - Hand Turning	1.00	1.24
Supervisor - Sagger Dept.	1.00	1.24
Supervisor & Pumper Clay	1.00	1.24
Supervisor Tool Setter	1.00	1.24
Supervisor - Night Tool Set.	1.00	1.24
Tester - Male	.70	.94
Tester - Female	.65	.89
Tool Setter	.77	1.01
Tool Setter Helper	.65	.89
Truck Tractor Driver	.80	1.04
Truck Driver	.80	1.04
Unclass. Odd Work - Male	.60	.84
Unclass. Odd Work - Female	.55	.79
Ware to Kiln Handler	.70	.94

The following jobs are classified and performed as incentive jobs with the guaranteed minimum rates of Male $.84 and Female $.79 per hour unless otherwise noted.

Bisque Ware Placer	$ .84
Car Unloader	.84
Caster	.86
Caster Slip Maker	.96
Dipper	.79
Driller	.84
Dry Presser (Large Dies)	.93
Dry Presser (Special Dies)	.88
Dry Presser (Standard Dies)	.88
Dry Press Turner	.88
Dry Dumper	.84
Dryer Operator	.90½
Fettler	.79
Funnel Washer	.84
Fuse Box Assembler - Male	.84
Fuse Box Assembler - Female	.79
Green Sagger Drawer	.84
Hand Turner	.87
Hot Press Operators	.84
Hot Press Runners, Fillers	.84
Insulator Assembler	.84
Insulator Cleaner	.84
Kiln Drawer	.84
Kiln Placer	.88
Machine Turner - Male	.84
Machine Turner - Female	.79
Mold Casters and Core Makers	.84
Mold Dumpers	.84
Plastic Slip Makers	.84
Press Pullers	.84
Pug Mill Operators, Filler	.84
Puncher	.84
Punch Press Operator	.84
Roll Handler	.84
Sagger Room - Male	.84
Service Knob Assembler	.79
Simson Mixer	.90½
Spray Machine Operator - Male	.84
Spray Machine Operator - Female	.81
Sprayer - Dipper	.79
Strain operators	.84
Squeeze Mill Operator	.84
Strain Sander and Buffer	.84
Thrower	.90
Trimmers	.79
Ware Tender	.84

COMPANY: Confidential (Fire Brick and Fused Silica)
UNION: Gas, Coke and Chemical Workers--CIO
LOCATION: Great Lakes
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: February 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 4¢ on 2nd, 6¢ on 3rd shift

LABOR RATE $1.09 per hour

GRINDING

Crusher Feeder	1.265 per hour
Crusher Helper	1.215 " "
Dry Grind Plant Operator	1.365 " "
Chute and Screen Tender	1.165 " "
Mixing Pan Man - Power Press and Shapes	1.165 " "

MOULDING AND PRESSING

Power Press Operator	10.92 per task
Power Press Backer	9.82 " "
Shape Moulder	10.92 " "
Shape Offbearer	9.82 " "
Single Moulder	10.37 " "
Dryer Charger (Electric Transfer)	1.305 per hour
Dryer Charger Helper (Electric Transfer)	1.125 " "

SETTING

Setter	2.36 per M
Tosser	2.20 " "

Kiln Helper (This rate will only be paid for a day the employee has actually performed Kiln Helper's duties for four or more hours.)	1.31 per hour
Dryer Puller	1.165 " "

KILN FIRING

Tunnel Kiln Burner	1.365 per hour
Tunnel Kiln Helper (Sub-burner and Electric Transfer Opr.)	1.225 " "
Periodic Kiln Firemen	1.285 " "
Ash Man) Com-	1.14 " "
Kiln Cleaner) bined	1.14 " "

OUTSIDE LABOR

Pickup and Hacker - Periodic Kilns	2.11 per M
Wheeler - Periodic Kilns	2.05 " "
Pickup and Hacker - Sheds	1.845 " "

OUTSIDE LABOR - Continued

Wheeler - Sheds	$1.795 per M
Pickup and Hacker - Tunnel Kilns	1.94 " "
Wheeler - Tunnel Kilns	1.89 " "
Inspector - Finished material	1.78 " "
Kiln Helper (This rate will only be paid for a day the employee has actually performed Kiln Helper's duties for four or more hours.)	1.31 per hour
Car Brace Builders	1.125 " "

WORKS EXPENSE LABOR

Blacksmith	1.395 per hour
Brick Sizing	1.145 " "
Carpenter	1.395 " "
Electrician	1.465 " "
Machinist	1.165 to 1.565 " "
Mechanic (Projects and Ass't Elec.)	1.365 " "
Millwright	1.165 to 1.325 " "
Mould Maker	1.165 to 1.445 " "
Oiler	1.16 to 1.285 " "
Pallet Grinding	1.145 " "
Periodic Kiln Repair (Bricklayer)	1.165 to 1.415 " "
Pipe Fitter	1.365 " "
Power Press Mechanic	1.165 to 1.395 " "
Rack Car and Wheelbarrow Repair	1.285 " "
Tunnel Kiln Car Repair	1.165 " "
Unloading Sand with Wheelbarrow	.42 net ton
Welding - Electric	1.365 per hour
Welding - Gas and Electric	1.445 " "

CLAY HANDLING

Unloading Lime	.67 per ton
Loading bats from ground	.598 " "
Unloading clay with wheelbarrows	.565 " "

COAL HANDLING

Truck Driver (Chute)	.37 per load

COAL HANDLING-Continued

Truck Driver (Ground)	.63 per load
Truck Driver - Labor with truck	1.185 per hour
Truck Driver Helper - When shoveling coal	.475 " load

MAGNAMIX MILL

Labor Rate	1.09 per hour
Operator	1.265 " "
Sacking Machine Operator	1.14 " "
Unloading Grains - bulk (with wheelbarrow)	.42 per ton
Unloading material - in sacks (with wheelbarrow)	.54 " "
Hopper Man	1.14 " hour

CEMENT MILL

Loading fire clay in sacks from sacking machine	.60 per ton

COMPANY: Confidential (Glass Containers)
UNION: Flint Glass Workers--AFL

LOCATION: Interstate
SIZE OF COMMUNITY: ---

EFFECTIVE DATE: August 1947
WAGE REOPENING: None specified; 1-yr agmt.

Rates: $1.45 min. for journeymen mould makers

HARDWARE AND LIGHT INDUSTRIAL EQUIPMENT

COMPANY: Waterbury Tool, Div. of Vickers Inc.
UNION: Machinists

LOCATION: Waterbury, Conn.
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: October 1947
WAGE REOPENING: July 1948

Hiring Rate: 10¢ less than skilled job min. for first 60 days; 5¢ less than unskilled job min. for first 60 days

Shift Bonus: 10¢ on 2nd and 3rd shift

Note: Add 10¢ to the rates listed below

Job Classification	Group I	Group II	Group III	Group IV
Snagger	.80	.97		
Sandblaster	.95	1.22		
Tinner	.85	1.08		
Engine Lathe	.95	1.16	1.38	
Automatic-Bar Type	1.10			
Horizontal Drill	.80			
Centering Machine	.80			
Turret Lathe	.95	1.16	1.44	
Milling Machine	.90	1.05	1.33	
Drill Press	.80	.94	1.05	
Tapping Machine	.80			
Radial Drill	.95	1.27		
Hydram	.95	1.16		
Multiple Drill	.95	1.16		
Assembler	.85	1.16	1.38	
Silver Solderer	.80			
Burr Bench	.80	.94		
Vertical Boring Mill	.95	1.16	1.44	
Horizontal Boring Mill	.95	1.16	1.44	
Lay-Out Bench	.95	1.22		
Surface Grinder	.85	1.03	1.22	
External Grinder	.90	1.16	1.33	
Internal Grinder	.90	1.16	1.33	
All-Around Grinder	1.20			
Hone	.80	1.00		
Tester	.83	1.05	1.33	
Oil Reclaimer	.83	1.05		
Hydrostatic Tester	.83	1.11		
Shaper Operator	.90	1.16		
Borematic	1.00	1.27		
Thread Mill	1.00	1.27		
Jig Borer	1.10	1.27		
Band Saw	.80			
Broach	.80			
Inspector	.80	1.03	1.22	1.44
Template Maker	.85			
Gage Inspection & Repair	.85	1.11	1.33	
Material Handler	.80	.97		
Power Saw	.80	1.00		
Salvage Bench	.80			
Automotive Mechanic	.90			
Maintenance Carpenter	.90			
Crane Repair	.90			
Electrician	1.00			
Fireman	.80			
Maintenance Helper	.80			
Janitor	.80			
Maintenance Leader	up to $.15 per hour above the maximum rate of the job classification to which the person is assigned			
Machine Repair	1.00			
Oiler	.80			
Maintenance Painter	.95			
Pipefitter	.95			
Welder	1.05			
Tool or Gage Crib Attendant	.80	1.00		
Tool Maker	1.10	1.19	1.44	
Tool Grinder	.85	1.11	1.33	
Carbide Tool Grinder	.85	1.11		
Hand Trucker	.80			
Jitney Driver	.90			
Truck Driver	.90			
Factory Helper	.80			
Shop Clerk	.80	1.00		
Timekeeper	.75			
Shop Expediter	.85			
Heat Treater	.90	1.14		
Stores Clerk	.80	.97	1.08	
Spare Parts Wrapper	.80	.97		
Packer	.80	.97	1.08	
Spray Painter	.85			
Shipping Carpenter	.90	1.03	1.14	

Leader or Set-Up Man	up to $.15 per hour above the maximum rate of the job classification to which the person is assigned
Learner	.80 to the minimum rate of the classification for which the employee is training

Hand Tapper	.80	.94
Watchman	.80	
Press Operator	.85	
Gear Cutter Operator	.85	
Disc Grinder	.85	

COMPANY: Toro Manufacturing Corp.

UNION: Electrical Workers--CIO

LOCATION: Minneapolis, Minn.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 8¢ for night work

	A		B		C	
	Max.	Min.	Max.	Min.	Max.	Min.
Assembly Department	1.41½	1.32½	1.31½	1.16½	1.11½	.85½
Final Assembly	1.41½	1.32½	1.31½	1.16½	1.11½	.85½
Repair Parts	1.41½	1.32½	1.31½	1.16½	1.11½	.85½
Engine Assembly	1.41½	1.32½	1.31½	1.16½	1.11½	.85½
Engine Test	1.41½	1.32½	1.31½	1.16½	1.11½	.85½
Repairing	1.41½	1.32½	1.31½	1.16½	1.11½	.85½
Blacksmith-Treating	1.46½	1.36½	1.31½	1.16½	1.11½	.90½
Boring Mill	1.46½	1.36½	1.31½	1.16½	1.11½	.90½
Broach & Power Press	1.36½	1.26½	1.21½	1.16½	1.06½	.85½
Cutoff Saw	1.26½	1.21½	1.16½	1.11½	1.06½	.85½
Drill Press-Single	1.31½	1.26½	1.21½	1.11½	1.06½	.85½
Engine and Turret Lathes	1.44½	1.36½	1.31½	1.21½	1.16½	.95½
Firemen					1.15½	1.00½
Gear Cutter	1.46½	1.36½	1.31½	1.26½	1.21½	.90½
Inspection	1.46½	1.26½	1.21½	1.11½	1.06½	.85½
Machinists, all around	1.51½	1.27½				
Milling Machine	1.41½	1.31½	1.26½	1.16½	1.11½	.85½
Millwright and Motor Repair	1.46½	1.36½	1.31½	1.26½	1.21½	.85½
Multiple spindle drill press operators	1.39½	1.31½	1.26½	1.21½	1.16½	.85½
Night Watchmen and Guards					.95½	
Operator of Two Fastermatics	1.49½	1.41½ (or classification rate plus 5c				
Painter	1.31½	1.21½	1.16½	1.11½	1.06½	.85½
Planer	1.36½	1.26½	1.21½	1.16½	1.11½	.90½
Punch Press	1.36½	1.31½	1.26½	1.16½	1.11½	.90½
Receiving & Shipping Stock	1.36½	1.26½	1.21½	1.11½	1.06½	.85½
Shipping and Crating	1.36½	1.26½	1.21½	1.11½	1.06½	.85½
Repair Parts	1.36½	1.26½	1.21½	1.11½	1.06½	.85½
Receiving	1.36½	1.26½	1.21½	1.11½	1.06½	.85½
Radial Drill Press Operators	1.44½	1.31½	1.26½	1.21½	1.16½	.85½
Screw Machines	1.34½	1.26½	1.21½	1.11½	1.06½	.85½
Surface Grinder	1.21½	1.16½	1.11½	1.06½	1.01½	.85½
Sweepers					1.05½	.90½
Tool Room Grinder	1.46½	1.36½	1.31½	1.21½	1.16½	.95½
Tool and Die Makers	1.76½	1.51½	1.50½	1.26½	1.25½	1.00½
Trucker-Laborer					1.10½	1.00½
Universal Grinder	1.46½	1.36½	1.31½	1.11½	1.06½	.85½
Welding	1.46½	1.36½	1.31½	1.21½	1.18½	.90½
Brazing	1.36½	1.26½	1.21½	1.11½	1.06½	.85½
Night Foreman	1.61½ plus .08 for night shift bonus.					Total 1.69½
Assistant Night Foreman	1.51½ plus .08 for night shift bonus.					Total 1.59½

COMPANY: Confidential (Screws and Bolts)

UNION: Mine, Mill and Smelter Workers--CIO

LOCATION: New England

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: May 1948

Shift Bonus: 5% on 2nd, 7½% on 3rd shift

	Labor Grade	Piecework Base Rate	Piecework Guaranteed Rate	Minimum Labor Grade	Maximum Labor Grade
1	1	$1.394	$1.45	$1.475	$1.96
2	2	1.317	1.37	1.40	1.74
3	3	1.251	1.30	1.335	1.575
4	4	1.196	1.24	1.28	1.50
5	5	1.141	1.19	1.225	1.43
6	6	1.087	1.13	1.17	1.375
7	7	1.054	1.10	1.135	1.325
8	8	1.01	1.05	1.09	1.28
9	9	.988	1.03	1.07	1.245
10	10	.935	.97	1.02	1.16
11	11	.891	.93	.975	1.085
12	21	.878	.91	.96	1.135
13	22	.847	.88	.93	1.085
14	23	.803	.84	.885	1.03
15	24	.759	.79	.84	.985

COMPANY: Confidential (Fixtures)

UNION: Several Unions (See Rates Below)

LOCATION: Middle West

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 8 hrs. pay for 7½ hrs. work on 2nd shift; for 7 hrs. work on 3rd shift

INTERNATIONAL ASSOCIATION OF MACHINISTS

Wage Schedule

Male employees - .95¢ per hour minimum rate; starting rate for all new inexperienced male employees shall be .85¢ per hour and they shall receive .2½¢ per hour increase every thirty (30) days until they receive the minimum rate of .95¢ per hour.

Female employees - .90¢ per hour minimum rate; starting rate for all new inexperienced female employees shall be .80¢ per hour and they shall receive a .2½¢ per hour increase every thirty (30) days until they receive the minimum rate of .90¢ per hour.

Tool Room Machinists	$ 1.75 per hr. min.
Maintenance Machinists	1.50 per hr. min.

Machinists Apprentices starting rate shall be .80¢ per hour and they shall receive an increase one eighth (1/8) the difference between the starting rate and the Journeyman rate every six (6) months until they have served four (4) year period.

Turret Lathe Milling Machine, Punch Press

Drill Press Setup Men on Production Work	$ 1.25 per hr. min.
Production Turret Lathe Operators	1.05 per hr. min.
Production Milling Machine Operators	1.05 " " "
Production Drill Press Operators	1.05 " " "
Spot Welders	1.05 " " "
Punch Press Operators	1.05 " " "

Starting rate for all production turret lathes, milling machine, drill press, punch press operators and spot welders shall be .95¢ for male operators and they shall receive a two and one-half (2½) cents per hour increase every thirty (30) days until they receive the minimum rate.

Combination Arc and Acetylene Welders .....$ 1.35 per hr. min.

Combination Arc and Acetylene Welders Apprentices' starting rate shall be .80¢ per hour and they shall receive an increase one eighth (1/8) the difference between .80¢ and $1.35 every six (6) months until their minimum rate is reached.

Spray Painters - Male .....$ 1.05 per hr. min.

Starting rate for all inexperienced male spray painters shall be .95¢ per hour with an increase of two and one-half (2½) cents per hour every thirty (30) days until the minimum is reached.

Spray Painters - Female .....$ 1.00 per hr. min.

Starting rate for all inexperienced female spray painters shall be .80¢ per hour with an increase of five (5) cents per hour every thirty (30) days until the minimum is reached.

Inspectors - Male .....$ 1.15 per hr. min.

Starting rate for all inexperienced male inspectors shall be .85¢ per hour and they shall receive an increase of .2½¢ per hour every thirty (30) days until they reach the rate of $1.15 per hour.

Checkers - Female .....$ .97½ per hr. min.

Starting rate for all inexperienced female checkers shall be .80¢ per hour with an increase of .2½¢ per hour every thirty (30) days until the minimum rate of .97½¢ per hour is reached.

CARPENTERS DISTRICT COUNCIL

Wage Schedule

Journeyman Machine Operator and Cabinet Maker . . . . . $1.30 per hr.

Starting rate to be $1.00 per hour with a 5¢ per hour increase every six (6) months until the rate of $1.30 per hour is reached.

All men classified as Journeyman Machine Operators and Cabinet Makers, must be qualified to do all the work required or be given their immediate release.

Assemblers - Male . . . . . $ .95 per hr.

Starting rate to be .85¢ per hour with an increase of 5¢ per hour at the end of 60 days and an additional increase of 5¢ per hour at the end of 90 days.

Assemblers - Female . . . . . $ .90 per hr.

Starting rate to be .80¢ per hour with an increase of 5¢ per hour at the end of 60 days and an additional increase of 5¢ per hour at the end of 90 days.

Bench Hands and Machine Operators - Male . . . . . $1.05 per hr.

Starting rate to be .95¢ per hour with an increase of 5¢ per hour at the end of 60 days and an additional increase of 5¢ per hour at the end of 90 days.

Bench Hands and Machine Operators - Female . . . . . $1.00 per hr.

Starting rate to be .90¢ per hour with an increase of 5¢ per hour at the end of 60 days and an increase of 5¢ per hour at the end of 90 days.

Machine Setup Men . . . . . $1.15 per hr.

Starting rate to be $1.05 per hour with an increase of 5¢ per hour at the end of 60 days and an additional increase of 5¢ per hour at the end of 90 days.

METAL POLISHERS, BUFFERS, PLATERS & HELPERS INTERNATIONAL

Wage Schedule

Journeyman Polishers and Buffers . . . . . $1.50 per hr.

Starting rate to be .90¢ per hour with a 5¢ per hour increase every three (3) months until the Journeyman's rate of $1.50 per hour is reached.

Journeyman Platers . . . . . $1.43 3/4 per hr.

Starting rate to be .85¢ per hour with a 5¢ per hour increase every three (3) months until the rate of $1.43 3/4 per hour is reached.

Platers Helpers . . . . . $1.05 per hr.

Men doing pickling or degreasing should be considered as Platers Helpers.

Starting rate to be .90¢ per hour with a 5¢ per hour increase every month until the rate of $1.05 per hour is reached.

Chrome Plater Helpers . . . . . $1.15 per hr.

Starting rate to be .90¢ per hour with a 5¢ per hour increase every month until the rate of $1.15 per hour is reached.

Rackers . . . . . $ .95 per hr.

Starting rate to be .85¢ per hour with a 5¢ per hour increase every month until the rate of .95¢ per hour is reached.

Pipe Polishing Machine Operators . . . . . $1.15 per hr.

Starting rate to be .90¢ per hour with a 5¢ per hour increase every month until the rate of $1.15 per hour is reached.

The men eligible for Apprenticeship Training as polishers and buffers should start as pipe polishing Machine operators and when an opening occurs, they will be given first opportunity to progress to Journeyman Polishers and Buffers on hand machines.

UPHOLSTERERS INTERNATIONAL UNION

Wage Schedule

Journeyman Upholsterers . . . . . $1.53½ per hr.

Starting rate to be .80¢ per hour with a .2½¢ per hour increase every 30 days for 24 months thereafter a .3½¢ per hr. every three (3) months until the journeyman's rate is reached.

Upholsterer Helper (Does repetitive work, flat work, and machine work) . . . $1.05 per hr.

Starting rate to be .90¢ per hour with a 5¢ per hour increase every month until the rate of $1.05 per hour is reached.

Sewing Machine Operator . . . . . $1.05 per hr.

Starting rate to be .90¢ per hour with a 5¢ per hour increase every month until the rate of $1.05 per hour is reached.

Cutter . . . . . $1.05 per hr.

Starting rate to be .90¢ per hour with a 5¢ per hour increase every month until the rate of $1.05 per hour is reached.

Assembler - Male . . . . . $ .95 per hr.

Starting rate to be .85¢ per hr. with a .2½ per hour increase every thirty (30) days until the rate of .95¢ per hour is reached.

Assembler - Female . . . . . $ .90 per hr.

Starting rate to be .80¢ per hour with a .2½ per hour increase every thirty (30) days until the rate of .90¢ per hour is reached.

Spring-Up and Build-Up . . . . . $1.00 per hr.

Starting rate to be .85¢ per hour with a 5¢ per hour increase every month until the rate of $1.00 per hour is reached.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Wage Schedule and Conditions

Chief Electrician . . . . . $1.65 per hr.

Assistant Electrician . . . . . 1.40 per hr.

Electrician, Chromcraft Plant . . . . . 1.50 per hr.

It is understood that the Assistant Electrician shall have at least three years training. Starting rate shall be .95¢ per hour with a 5¢ per hour increase every month until the rate of $1.40 is reached.

Helpers . . . . . $1.15 per hour.

Starting rate to be .95¢ per hour with a 5¢ per hour increase every month until the $1.15 per hour rate is reached.

COMPANY: Confidential (Light Motors, Coal Stokers)
UNION: Auto Workers--CIO

LOCATION: Great Lakes
SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: June 1947
WAGE REOPENING: December 1947

Shift Bonus: 5¢ on 2nd, 7½¢ on 3rd shift

Classification	Class	Hiring Rate	60 Days	90 Days
Production Work:				
Faye lathe	2	$1.18	$1.23	$1.33
Grinding: internal, external				
Jones & Lamson lathe				
Engine lathe				
Warner Swasey				
Barnes & Oliver lathe				
Bullard lathe				
Drilling — precision				
Milling — precision				
Welding — commercial				
Bearing scraper				
Hone				
Radial drill				
Deep hole drill				
Boring mill	2	$1.18	$1.23	$1.33
Drill and ream combination (.002 and under)				
Multiple spindle drill				
Gear cutters				
Die cast				
Drill press — single	3	$1.13	$1.18	$1.28
Tapping (machine or hand)				
Punch press				
Shear press				
Power brake				
Reamer (machine or hand)				
Borematic				
Painting				
Drilling (and balancing machine)				
Milling	3	$1.13	$1.18	$1.28
Surface grinder				
Straightener				
Assembly	4	$1.08	$1.13	$1.23
Broach				
Wire brush				
Filing (hand or on powered filing and burring head)				
Polishing and buffing				
Sand and grinding				
Sawing				
Snag grinding				
Spot Welding				
Welders, shear and brake helpers	8	$ .98	$1.03	$1.13

Classification	Hiring Rate	60 Days	90 Days	Nine Months	Twelve Months
Non-Production Work:					
Tool Makers — Class A			$1.53		
Tool Makers — Class B	$1.18	$1.23	1.33		
Tool Grinders	1.23	1.28	1.38		
Tool Maker, apprentice (5c increase every 8 months for 4 years)	.93				
Machine Repair — Class A			1.48		
Machine Repair — Class B	1.13	1.18	1.23	$1.28	$1.33
Electrician — Class A	1.13	1.18	1.23	1.28	1.33
Electrician — Class B	.98	1.03	1.08	1.13	1.18
Millwright — Class A	1.13	1.18	1.28		
Millwright — Class B	.98	1.03	1.08	1.13	1.18
Pipe Fitter	.98	1.03	1.13	1.23	1.28
Carpenter	.98	1.03	1.13	1.23	1.28
Blacksmith	.98	1.03	1.08	1.13	
Experimental Department Technician	1.18	1.23	1.33		
Experimental Department Helper	.98	1.03	1.13		
Heat Treater	1.18	1.23	1.28		
Inspection:					
Tool	$1.23	$1.28	$1.38		
Production Layout	1.13	1.23	1.33		
Floor and Salvage	1.08	1.18	1.28		
Bench and X-Ray	1.03	1.08	1.18		
Final Test	1.03	1.08	1.18		
Test, Rough and Magnaflux	.98	1.03	1.08		
Rockwell Hardness Inspection	1.03	1.08	1.18		
Die Cast Learner	$1.03	$1.08	$1.18 (after 120 days $1.23)		
Sandblast and Wheelabrator	1.03	1.08	1.18		
Service Repair	1.03	1.13	1.23		
Tool Crib Attendant	.98	1.08	1.13		
Shipping and Receiving Clerk	1.08	1.13	1.18		
Truck Driver	.98	1.03	1.08		
Die Cast Helper	.98	1.03	1.13		
Oiler	.93	.98	1.03		
Stock Room Clerk	.98	1.03	1.08		
Stock Room	.93	.98	1.03		
Shipping, Receiving, Packing, Crating	.93	.98	1.03		

	Hiring Rate	30 Days	60 Days
Common Labor — sweepers, truckers, etc.	$ .88	$ .93	$ .98

NOTE: GROUP LEADERS, 5c above group classification.

COMPANY: Confidential (Pumps)

UNION: Molders--AFL

LOCATION: Great Lakes
SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: June 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ on night shifts

Unskilled	
Starting rate	$ .80
After 45 days	.85
Semi-skilled	.90
Core Sand Mixer	.95
Skilled	1.02½
Journeyman Molders and coremakers	1.15

In addition to the rates provided for above, all hourly employees shall receive 27c per hour and all piece workers shall receive 27c per hour in addition to their piece work earnings.

COMPANY: Confidential (Pumps)

UNION: Auto Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ on 2nd and 3rd shift

Note: On non-productive jobs, the first rate in the progression is the hiring rate, the second rate is automatically reached in 30 days, the third one is automatically reached in 60 days in Labor Grades IX, X, and XI and in 90 days in the other grades. The fourth progression is a merit adjustment, except in Labor Grades IX, X, and XI, where it is automatically attained in 90 days after hire.

On productive jobs, the first rate is the hiring rate, the second rate is automatic after 30 days, the third one is received after 120 days unless notice is given 3 days in advance of the reason for its withholding. The fourth rate is a merit adjustment.

NON-PRODUCTIVE JOBS

Job Number	Rate Ranges and Progression Steps			
Labor Grade I	$1.58 Per Hr.	$1.68 Per Hr.	$1.78 Per Hr.	$1.88 Per Hr.
Labor Grade II	1.48	1.58	1.68	1.78
Labor Grade III	1.44	1.52	1.60	1.68
Labor Grade IV	1.35	1.44	1.52	1.60
Labor Grade V	1.32	1.39	1.46	1.53
Labor Grade VI	1.28	1.34	1.40	1.46
Labor Grade VII	1.22	1.28	1.34	1.40
Labor Grade VIII	1.16	1.22	1.28	1.34
Labor Grade IX	1.13	1.18	1.23	1.28
Labor Grade X	1.08	1.13	1.18	1.23
Labor Grade XI	1.03	1.08	1.13	1.18

PRODUCTIVE JOBS

Job Number	Rate Ranges and Progression Steps			
	Grade Rates			
Labor Grade VII	$1.22 Per Hr.	$1.28 Per Hr.	$1.34 Per Hr.	$1.40 Per Hr.
	Base Rates			
	1.02	1.07	1.12	1.17
	Grade Rates			
Labor Grade VIII	1.16	1.22	1.28	1.34
	Base Rates			
	.97	1.02	1.07	1.12
	Grade Rates			
Labor Grade IX	1.13	1.18	1.23	1.28
	Base Rates			
	.95	.99	1.03	1.07

			Grade Rates	
Labor Grade X	1.08	1.13	1.18	1.23
			Base Rates	
	.91	.95	.99	1.03
			Grade Rates	
Labor Grade XI	1.03	1.08	1.13	1.18
			Base Rates	
	.87	.91	.95	.99

COMPANY: Confidential (Machine Tools)

UNION: Molders and Foundry Workers--AFL

LOCATION: New England

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: January 1948

Shift Bonus: 7¢ for night work for hourly workers, 6¢ for piece workers

INCENTIVE WORKERS

Coremaker, Light	$ .97
Coremaker, Heavy	1.07
Flask Maker	.91
Grinder	.75
Molder, Bench	1.03
Molder, Crane	1.18
Molder, Floor	1.13
Molder, Machine	.99
Molder, Squeezer	.95
Snagger	.78

NON-INCENTIVE WORKERS

Annealer	$ .85 - $1.06
Charging Machine Operator	.96 - 1.07
Chaser	.74 - .91
Core Inspector	.91 - 1.10
Crane Operator, Day	.97 - 1.14
Crane Operator, Night	.91 - 1.03
Cupola Tender	.91 - 1.06
Electric Truck Driver	.83 - .91
Handyman	.89 - 1.02
Laboratory Assistant, Class 1	1.06 - 1.27
Laboratory Assistant, Class 2	.85 - 1.04
Laborer, Cupola	.91 - .96
Laborer, Day	.83 - .89
Laborer, Night	.91 - .96
Pattern Storehouse Attendant	.89 - .97
Sand Blast Operator, Class 1	.91 - 1.06
Sand Blast Operator, Class 2	.83 - .91
Sand Slinger	.96 - 1.22
Shipping Clerk, Inside	.83 - .97
Shipping Clerk, Outside, Class 1	.89 - 1.04
Shipping Clerk, Outside, Class 2	.83 - .89
Welder, Class 1	1.17 - 1.34
Welder, Class 2	1.01 - 1.14
Welder, Class 3	.83 - 1.01

MOLDER APPRENTICE

	1st Year	*2nd Year*	*3rd Year*
Regular	$.58 - $.64	$.71 - $.80	$.87 - $.93
Excellent	.66	.75 - .84	.92 - .98

COREMAKER LEARNER

	1st 6 Months	*2nd 6 Months*	*3rd 6 Months*
Regular	$.58	$.64	$.76
Excellent		.67	.80

COMPANY: Logan Foundry and Machine Co.
UNION: District 50, Mine Workers

LOCATION: Logan, Ohio
SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: July 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 4¢ on 2nd, 6¢ on 3rd shift

MACHINE SHOP

Machinist "A"	$ 1.35
Machinist "B"	1.05
General Maintenance	1.05
Lathe Hand "A"	1.35
Lathe Hand "B"	1.10
Planer Hand	1.10
Shaper Hand	1.10
Milling Machine Operator	1.10
Grinder	1.10
Radial Drill	1.10
Drill Press	.95
Welder	1.00
Apprentice	.65
Oiler	.90
Pipe Threader	1.00
Grinder Hand	1.10

FOUNDRY

Floor Molder "A"	$ 1.35
Floor Molder "B"	1.10
Bench Molder "A"	1.10
Squeezer Machine Molder	1.10
Jolt, Squeeze Rollover Machine Molder	1.10
Molders Helper	.90
Core or Facing Sand Mixer	.85
Cupola Tender	.95
Cupola Maintenance	.85
Cupola Charger	.85
Laborer	.85
Shake Out	.85

CORE ROOM

Core Maker "A"	$ 1.20
Core Maker "B"	.95
Core Cleaner - Paste & Blacken	.90
Core Assembler	1.10

CASTING CLEANING

Tumbling Mill Operator	$ .85
Chipper & Grinder	.85
Sand Blast	.85
Wire Puller	.85

YARD

Truck Driver	$ .90

COMPANY: Portable Products Corp., Coldwell-Philadelphia Lawn Mower Div.
UNION: Machinists

LOCATION: Newburgh, N. Y.
SIZE OF COMMUNITY: 25-100,000
EFFECTIVE DATE: February 1947
WAGE REOPENING: August 1947, if BLS' cost-of-living index shows 3% increase or decrease

Hiring Rate: 90¢

Shift Bonus: 10% for night work

Rate	*Classification*
$1.52	Toolmaker "A"
$1.42	Set-up Men — All Depts. Lead Man
$1.34	Toolmaker "B" Maintenance Welder Turret Lathe Oper'r "A" Tool Grinder "A" Maintenance Mechanics Sheet Metal Workers
$1.27	Spray Painters "A" Inspector "B" Tool Grinders "B" Assembler "A" External Grinder "A" Production Welders
$1.19	Blacksmith Gear Cutter "A" Turret Lathe Oper'r "B"
$1.12	Drill Press "A" Milling Machine Op. "A" External Grinders "B" Punch Press Op. "A" Packers & Shippers
$1.06	Fireman Drill Press "B" Assembler "B" Tool Keeper
$ .99	Production Painters
$ .94	Trades Helper
$ .90	Elevator Operator Watchman Laborer

COMPANY: American Air Filter Co., Inc.,

UNION: Auto Workers--CIO

LOCATION: Louisville, Ky.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: September 1947

WAGE REOPENING: None specified; 1-yr. agmt.

LABOR GRADE No. 1

Rate $0.77

JOB TITLE

Maid

LABOR GRADE No. 2

Rate $0.92

JOB TITLE

Clerk, Factory, "B"
Janitor
Sweeper
Yardman

LABOR GRADE No. 3

Rate $0.97

JOB TITLE

Assembler Locking Device, etc.
Assembler Final Type E
Assembler Sub Type G Cartridge
Assembler Final Type G Cartridge
Assembler Type G Drifilter
Assembler Light Pads (Under 4")
Assembler Nameplates on Renu Vents
Assembler Renu Vents
Assembler Final Reed Types 100 & 200
Assembler Sub Reed Types 100 & 200
Assembler Final Types 100 & 200 Frames
Assembler Throway — Steel Wool
Receiving Clerk Helper (Laborer)
Cleaner, Type G Cartridge
Felter, Kompak Frames
Felter, PL Frames
Felter, Unit Filter Frames
Inspector, Filter Media
Inspector (Checker) & Packer Type G
Inspector Helper — Unit Filter
Laborer
Loader & Unloader (Laborer)
Name Plater & Stenciler
Truck Driver Helper
Trucker, Hand
Winder, Steel Wool
Assembler, Electro-Cell Plate

LABOR GRADE No. 4

Rate $1.02

JOB TITLE

Loader, Heavy Filters (4" & over)
Deburring Machine Operator
Fireman
Fibre Glass Folding Machine Operator
Inspector, Unit Filters
Knit Mesh Crimping Machine Operator
Knit Mesh Pad Rolling Machine Operator
Knit Mesh Separating Machine Operator
Loader, Kompak
Loader, PL
Matron
Oiler, Steel Wool
Oven Operator
Zig Zag Refill Machine Operator
Packer
Packer, Crimped Wire
Packer, PL
Crimped Wire Picker
Ribbing Machine Operator
Riveting Machine Operator
Abrasive Saw Operator (Plant 2, No. 511)
Screen Forming & Cut Off Machine Operator
Sprayer, Steel Wool
Sprayer, Bakelite & Oil
Stop Filer, Weather Louvre
Wire Crimping Machine Operator
Electro-Cell Spacer Cut-Off Machine Operator
Winder, Diesel Intake Filter

LABOR GRADE No. 5

Rate $1.07

JOB TITLE

Assembler Helper, Drive Mechanism
Assembler Helper, Final Automatic
Assembler Helper, Airmat Filters
Assembler Helper, Impeller (Spotweld)
Assembler Helper, Light Sheet Metal
Assembler Helper, General Heavy
Assembler Helper, Final General Heavy (Plant 3)
Assembler — Sub, Helper
Assembler — Weather Louvre Handle (Gas Weld)
Bill of Lading Writer
Broaching Machine Operator
Crane Operator (Plant 1, 5 ton)
Crater Helper
Element Straightener
Hossfield Bender Operator
Handle Grinder
Inspector, Detailed Pieces
Inspector, Unit Filters & Airplane Filters
Maintenance Electrician, "C" (Helper)

.Maintenance Mechanic, "C" (Helper)
.Nibbling Machine Operator
.Painter, Spray, "C" (Helper)
.PL Filter Bottom Screen Folding Machine Operator
..Press Brake Operator, Multi-Panel Screens
..Press Brake Operator, Repetitive Work
.Press Brake Operator Helper
Punch Press Operator
Rotary Shear Operator Helper
Saw Operator, Band, "Do-All"
Shear Operator Helper
Sheet Metal Worker Helper
..Side Grinder
..Single Spindle Drill Press Operator "B"
..Spinning Lathe Operator
..Store Room Attendant Helper
..Store Room Attendant (Nights)
.Tester, Hardness
.Tractor Driver
.Truck Driver
.Universal Iron Worker Helper
.Weld Cleaner
.Welder, Gas "B"
.Welder, Gas, Type G Cartridge
.Welder, Gas, Unit Filters
.Welder, Gas, Unit Filters, Carbon Arc Brazing
..Welder, Spot, Units
..Welder Helper
..Welder, Spot, Foot
..Welder, Spot, Gun (Plant 1, Nos. 29, 30, 31, 83)
Welder, Spot, Weather Louvre
Assembler, Ionizer, Helper
Clark Fork Truck Driver

LABOR GRADE No. 6

Rate $1.12

JOB TITLE

..Assembler "B"
..Assembler, Airmat Filter
..Assembler, Final, Cycoils
..Assembler, Ionizer
..Assembler, Wiper
.Clerk, Factory Office
.Driller & Felter, OC-H Housings
.Inspector, Airmat Pocket Frames, PL
.Inspector, Electro Series Sub Assembly
.Inspector, Spotwelding
.Lay-Out Helper (Layout Man, "C")
.Painter, Dip and Degreaser
.Saw Operator, Abrasive Cutoff (No. 101)
..Saw Operator, Power Hack
..Shaper Operator, "B"
Welder, Spot, Gun (Plant 3, No. 360; Plant 1, No. 681)
Assembler, Mobile Loader
.Assembler, Stationary Loader
..Assembler, Backfire Relief Valve
..Assembler, Oil Agitator
.Assembler, Duct Door Switch
.Etcher
..Assembler, Preliminary, Electro-Airmat Bottom Unit

LABOR GRADE No. 7

Rate $1.17

JOB TITLE

.Assembler and Fabricator, Impellers, "B"
.Clerk, Receiving
.Maintenance Tool Crib Attendant
.Milling Machine Operator, "B"
.Painter, Spray, "B"
.Painter, Spray (Plant 2)
.Press Brake Operator "B"
.Sand Blast Operator
.Saw Operator, Band, "Marvel"
.Shear Operator (No. 79, No. 525)
..Shear Operator (Plant 2, No. 525)
.Shipper (Plant 2)
..Single Spindle Drill Press Operator, "A"
..Angle Iron Worker Operator (Small Machine)
..Store Room Attendant
..Store Room Attendant — Combined with Tool Crib Attendant, Nights
..Tool Crib Attendant
..Turret Lathe Operator, "B"
..Welder, Gas, "A"
..Tank Operator (Department W — Plating)
..Press Type Spot Welder Operator (Plant 3, No. 643)
..Multi-Spindle Drilling Machine Operator

LABOR GRADE No. 8

Rate $1.22

JOB TITLE

..Crater
..Rigger

LABOR GRADE No. 9

Rate $1.27

JOB TITLE

..Assembler, Impellers (Spotwelder)
..Assembler, Light Sheet Metal
..Assembler, Bench
..Assembler, General Heavy (Plant 3)
..Inspector, Impeller
..Inspector, Multi-Duty Filters
..Inspector, Press Work
.Inspector, Receiving
..Lay-Out Worker, Simple
..Painter, Spray, "A"
.Production Pipe Fitter
.Set-Up Man (Department A)
Set-Up Man (Department M)

Set-Up Man, Spotwelder

Welder, Arc, "B"

Welder, Arc, Corner Latches

Welder, Kompak Frames

Spot Welding Machine Adjuster & Inspector

Electrical Worker, Production & Laboratory

LABOR GRADE No. 10

Rate $1.32

JOB TITLE

..Assembler, Automatic Shells

..Assembler, Drive Mechanism, All Automatic Filters

..Assembler, Final, All Automatic Filters

..Assembler and Fabricator, Impellers, "A"

..Engine Lathe Operator, "B"

..Maintenance Electrician, "B"

..Maintenance Mechanic, "B"

..Plate & Angle Roll Operator

..Press Brake Operator, "A"

..Radiograph Operator

..Radial Drill Press Operator

..Rotary Shear Operator

..Shear Operator (6' 10 Ga. No. 73 Plant No. 1)

Shear Operator (6' ½ In. No. 324 Plant No. 3)

..Shear Operator (10' ¼ In. No. 323 Plant No. 3)

Sheet Metal Worker, "B"

..Tool Grinder

..Torch, Hand, Cutting, Operator

Universal Iron Worker Operator (Heavy)

..Expediter

..Shaper Operator. "A"

LABOR GRADE No. 11

Rate $1.37

JOB TITLE

..Assembler, Final, General Heavy (Plant 3)

..Assembler — Sub, General Heavy

..Crane Operator, Steam

..Crane Operator (Gantry 15 ton, Niles 10 ton, P & H 10 ton)

..Inspector, Dust Control Equipment

..Inspector, Electro Series Filters

..Inspector, Machine Tool Work

..Inspector, Sheet Metal Lay-Out

..Shipper, Chief, (Plants 1 & 3)

..Welder, Arc, "A"

..Boring Mill Operator

LABOR GRADE No. 12

Rate $1.42

JOB TITLE

..Engine Lathe Operator, "A"

..Maintenance Electrician, "A"

..Maintenance Mechanic, "A"

..Milling Machine Operator, "A"

..Turret Lathe Operator, "A"

..Electrician, Production & Laboratory

LABOR GRADE No. 13

Rate $1.47

JOB TITLE

..Bill of Material Man

..Lay-Out Worker, Complex

..Sheet Metal Worker, "A"

LABOR GRADE No. 14

Rate $1.52

JOB TITLE

..Machinist

..Tool and Die Maker, "B"

LABOR GRADE No. 15

Rate $1.67

JOB TITLE

...Tool and Die Maker, "A"

COMPANY: Confidential (Machine Safety Equipment, Control Equipment)
UNION: District 50, Mine Workers

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: July 1947
WAGE REOPENING: June 1948
Hiring Rate: $1.10
Shift Bonus: 10¢ for night work

LABOR GRADE	MINIMUM RATE OF RANGE	4 MOS.	8 MOS.	12 MOS.	15 MOS.	18 MOS.	MAXIMUM RATE OF RANGE
3	1.10	1.15	1.20	1.25			1.25
4	1.15	1.20	1.25	1.30			1.30
5	1.20	1.25	1.30	1.35			1.35
6	1.25	1.30	1.35	1.40			1.40
7	1.30	1.35	1.40	1.45			1.45
8	1.35	1.40	1.45	1.50			1.50
9	1.40	1.45	1.50	1.55	1.60		1.60
10	1.50	1.55	1.60	1.65	1.70		1.70
11	1.60	1.65	1.70	1.75	1.80		1.80
12	1.70	1.75	1.80	1.85	1.90	1.95	1.95

JOB CLASSIFICATION	CLASS	JOB LEVEL
Armature Winding & Electric Motor Assembly	B	5
Assembler-Mechanical (Bench)	A	8
Assembler-Mechanical (Bench)	B	6
Assembler-Mechanical (Bench)	C	3
Automatic Screw Machine Operator	A	9
Automatic Screw Machine Operator	B	6
Broachine Machine Operator	A	6
Carpenter	-	9
Clerk-Production	A	7
Clerk-Production	B	5
Drill Press Operator	A	7
Drill Press Operator	B	5
Drill Press Operator	C	3
Electrician	A	10
Electrician	B	6
Engine Lathe Operator	A	9
Engine Lathe Operator	B	7
Fireman	-	6

Grinder	A	9
Grinder-Form Tool	-	11
Grinder-Tool	A	10
Grinder-Tool	B	8
Group Leader (Welder)	A	11
Group Leader (Shipping Clerk)	-	11
Group Leader (Assem.Mech.Bench)	A	10
Group Leader (Assem.Mech.Bench-C)	-	5
Group Leader (Laborer-General)	-	5
Group Leader (Steel Handler	-	6
Group Leader (Sheet Metal Room)	A	11
Helper-Trade	-	4
Inspector-Tool and Gage	-	12
Inspector-General	-	11
Inspector	A	10
Inspector	B	7
Inspector	C	4
Laborer-General and Porter	-	3
Machinist-Maintenance (Auto. Screw)	-	11
Machinist-Maintenance and Repair Man	A	11
Machinist-Maintenance (Shop) (This includes pipe fitters and minor repair men)	A	9
Machinist-Maintenance Shop) (This includes pipe fitters and minor repair men)	B	6
Material Handler (This also includes operators of Fork-Truck)	A	5
Material Handler	B	3
Matron	-	3
Milling Machine Operator	A	9
Milling Machine Operator	B	7
Packer	A	7
Packer	B	4
Painter	B	4
Parkerizing & Impregnating	-	5
Punch Press Operator	A	7
Punch Press Operator	B	3
Receiving Clerk	-	8
Rough Grinding & Sand Blasting	-	4
Set-Up Man-Auto. Screw	-	10
Set-Up Man (Shop)	A	10
Sheet Metal Worker (Brake & Shear Op.)	-	11
Shipping Clerk	-	9
Steel Handler	-	4
Stock Clerk (This job applies to rough stock room and finished stock Room)	A	6
Stock Clerk (This job applies to rough stock room and finished stock room)	B	4
Thread Miller	A	7
Timekeeper	-	3

Tool Keeper-Crib	A	7
Tool Keeper-Crib	B	3
Tool Maker	A	12
Tool Maker	B	10
Tool Maker	C	8
Tool Maker-Apprentice	-	3
Truck Driver	-	8
Turret Lathe Operator	A	9
Turret Lathe Operator	B	7
Turret Lathe Operator (This includes "Boromatics")	C	3
Welder	A	9
Welder (Spot)	C	5

COMPANY: Confidential (Machine Tools)

UNION: Office Employees--AFL

LOCATION: New England

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: December 1947

Job	Rates						
Addressograph Operator	$0.65	$0.70	$0.75	$0.80	....		
Advisor	.65	.70	.75	.80	....		
Back Order Clerk	.65	.70	.75	.80	....		
Billing Checker	.65	.70	.75	.80	....		
Billing Clerk	.70	.75	.80	.85	....	....	....
Billing Composer	.70	.75	.80	.85	....	....	....
Billing Typist	.65	.70	.75	.80	....	....	....
Blueprint Clerk	.65	.70	.75	.80	....	....	....
Blueprint or Photostat Operator	.65	.70	.75	.80	....	....	....
Board Checking Clerk	.65	.70	.75	....	....	....	....
Board Clerk	.75	.80	.85	.90	....	....	....
Board Control Time Card Posting Clerk	.65	.70	.75	....	....	....	....
Bookkeeping or Dual Posting Machine Operator	.70	.75	.80	.85	$0.90	....	....
Clerk-Calculator	.80	.85	.90	.95	1.00	$1.05	....
Clerk, Class 1	1.05	1.10	1.15	1.20	1.25	1.30	$1.35
Clerk, Class 2	.80	.85	.90	.95	1.00	1.05	....
Clerk, Class 3	.65	.70	.75	.80	....	....	....
Clerk, Class 3-T	.65	.70	.75	.80	....	....	....
Clerk, Class 4	.60	.65	....	....	....	....	....
Correspondence Chaser	.65	.70	.75	....	....	....	....
Correspondence Clerk	.95	1.00	1.05	1.10	1.15	1.20	....
Cost Analyst	.65	.70	.75	.80	....	....	....
Cost Approver	.80	.85	.90	.95	1.00	1.05	....
Electrical Equipment Clerk	.65	.70	.75	.80	....	....	....
File Clerk	.65	.70	.75	.80	....	....	....
Filming Machine Operator	.60	.65	....	....	....	....	....
Floor Chaser	.75	.80	.85	.90	....	....	....
Follow-Up Clerk	.75	.80	.85	.90	....	....	....
General Ordering Clerk	.70	.75	.80	.85	....	....	....
Head Ordering Clerk	1.05	1.10	1.15	1.20	1.25	1.30	1.35
Invoice Inspector	.65	.70	.75	.80	....	....	....
Key-Driven Calculating Machine Operator	.65	.70	.75	.80	....	....	....
Key Punch Operator	.65	.70	.75	.80	....	....	....
Mail Clerk	.65	.70	.75	....	....	....	....
Matching Clerk	.60	.65	....	....	....	....	....
Miscellaneous Machine Operator	.60	.65	.70	....	....	....	....
Office Messenger	.60	.65	....	....	....	....	....
Payroll Clerk	.65	.70	.75	.80	....	....	....
Payroll Computing Clerk	.65	.70	.75	.80	....	....	....
Payroll Verifier	.75	.80	.85	.90	....	....	....
Posting Clerk	.65	.70	.75	.80	....	....	....
Pricing Clerk	.65	.70	.75	.80	....	....	....
Printing Punch Operator	.65	.70	.75	.80	....	....	....
Pro Clerk	.65	.70	.75	.80	....	....	....
Production Schedule Clerk	.65	.70	.75	.80	....	....	....
Quota Schedule Clerk	.65	.70	.75	.80	....	....	....
Receiving Ticket Clerk	.60	.65	....	....	....	....	....
Regular Chaser	.65	.70	.75	....	....	....	....
Regular Schedule Clerk	.65	.70	.75	.80	....	....	....
Repair Parts Order Clerk, Junior	.80	.85	.90	.95	1.00	1.05	....
Repair Parts Order Clerk, Senior	1.05	1.10	1.15	1.20	1.25	1.30	1.35
Research Clerk	.80	.85	.90	.95	1.00	1.05	....
Schedule Chaser	.75	.80	.85	.90	....	....	....
Section Expeditor	.75	.80	.85	.90	.95	1.00	....
Shipping Clerk	.80	.85	.90	.95	1.00	1.05	....
Shop Clerk, Class 1	.85	.90	.95	1.00	1.05	1.10	....
Shop Clerk, Class 2	.70	.75	.80	.85	....	....	....
Shop Clerk, Class 3	.65	.70	.75	....	....	....	....
Shortage Clerk	.75	.80	.85	.90	.95	1.00	....
Special Chaser	.75	.80	.85	.90	....	....	....
Special Check Sheet Posting Clerk	.70	.75	.80	.85	....	....	....
Stenographer	.75	.80	.85	.90	.95	1.00	....
Stock Record Posting Clerk	.60	.65	.70	....	....	....	....
Symbol Clerk	.65	.70	.75	.80	....	....	....
Tabulating Machine Operator	.75	.80	.85	.90	.95	1.00	....
Technical Clerk	1.00	1.05	1.10	1.15	1.20	1.25	....
Teletype Operator	.65	.70	.75	.80	....	....	....
Time Clerk	.70	.75	.80	.85	....	....	....
Typist	.65	.70	.75	.80	....	....	....

COMPANY: Confidential (Cans)

UNION: Steelworkers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: April 1948

Hiring Rate: $1.12 min. for men, $1.02 min. for women

Shift Bonus: 10¢ on 2nd, 12½¢ on 3rd shift

COMPANY: Detroit Lubricator Co.

UNION: Auto Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: January 1948; 1-yr. agmt.

OFFICE EMPLOYEES

JOB CLASSIFICATION	RATE RANGE
Accountant - "A"	$257.00 - $297.00
Accountant - "B"	227.00 - 262.00
Accountant Cost - "A"	257.00 - 297.00
Accountant Cost - "B"	232.00 - 267.00
Accounting Clerk	177.00 - 197.00
Adding Machine Operator	157.00 - 177.00
Addressograph Operator	157.00 - 177.00
Advertising Copy Makeup	277.00 - 317.00
Advertising Layout Draftsman	277.00 - 317.00
Audit Clerk	157.00 - 177.00
Billing Checker	207.00 - 237.00
Billing Clerk	192.00 - 222.00
Bookkeeper	187.00 - 212.00
Bookkeeping Machine (Elliott Fisher)	182.00 - 207.00
Bookkeeping Machine (Posting)	187.00 - 212.00
Bookkeeping Machine (Posting - Sundstrand)	187.00 - 212.00
Calculator - "A"	182.00 - 207.00
Calculator - "B"	167.00 - 187.00
Collection Clerk	177.00 - 197.00
Dictaphone Operator	177.00 - 197.00
Driver and Clerk	177.00 - 197.00
File Clerk - "A"	162.00 - 182.00
File Clerk - "B"	152.00 - 172.00

JOB CLASSIFICATION	RATE RANGE
General Clerk - "A"	162.00 - 182.00
General Clerk - "B"	152.00 - 172.00
Inventory Checker	232.00 - 267.00
Label Clerk	167.00 - 187.00
Matron (Office)	179.50 - 199.50
Messenger	147.00 - 167.00
Moon-Hopkins Machine Operator	182.00 - 207.00
Order Clerk	177.00 - 197.00
Planning Clerk	202.00 - 232.00
Purchase Follow-up Clerk	212.00 - 247.00
Receiving Voucher Clerk	172.00 - 192.00
Receptionist	182.00 - 207.00
Registered Nurse	212.00 - 247.00
Releasing Clerk	182.00 - 207.00
Reserving Clerk	167.00 - 197.00
Secretary - "A"	212.00 - 247.00
Secretary - "B"	192.00 - 222.00
Service Follow-up	227.00 - 262.00
Standard Rate Clerk	177.00 - 197.00
Stenographer	182.00 - 207.00
Stock Clerk and Multilith Operator	187.00 - 212.00
Telephone Operator	192.00 - 222.00
Teletype Operator	172.00 - 192.00
Timekeeper - Key	242.00 - 277.00
Timekeeper	227.00 - 262.00
Traffic Rate Clerk	232.00 - 267.00
Typist - "A"	182.00 - 207.00
Typist - "B"	162.00 - 182.00

Where duties and responsibilities are assigned to an employee which are in addition to those regularly included in the standard job classification above, an adjusted rate to compensate that employee for such additional duties and responsibilities may be negotiated between the Company and the Union.

COMPANY: Rodgers Hydraulic, Inc.

UNION: Electrical Workers--CIO

LOCATION: Minneapolis, Minn.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 10¢ below min. hrly. rates for first 280 hrs. worked

Shift Bonus: 10¢ for night work

Job Name	Minimum Hourly Rate
Toolmaker	$1.50
Master Machinist	1.50
Assembler "A"	1.45
External Grinder	1.35
Internal Grinder	1.35
Turret Lathe Operator	1.35
Engine Lathe Operator	1.35
Boring Mill Operator	1.35
Inspector "A"	1.35
Assembler "B"	1.35
Welder "A"	1.35
Milling Machine Operator	1.25
Planer Operator	1.25
Shaper Operator	1.25
Radial Drill Operator	1.25
Steel Room Operator	1.25
Inspector "B"	1.25
Maintenance "A"	1.25
Crater & Packer	1.25
Painter	1.25
Assembler "C"	1.25
Welder "B"	1.25
Stock Room Clerk	1.25
Spindle Drill Operator	1.15
Rough Surface Grinder	1.15
Brooch Operator	1.15
Punch Operator	1.15
Key Seater	1.15
Straightening	1.15
Assembler "D"	1.15
Maintenance "B"	1.15
Sub Assemblers	1.05
Hack Saw Operator	1.05
Tool Crib Attendant	1.05
Bench Workers	1.05
Truckers	1.00
Janitors	1.00
Laborers	1.00

COMPANY: Confidential (Pumps)

UNION: Machinists

LOCATION: Great Lakes

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ on night shifts

Note: In addition to the following rates, 27¢ an hour is added to the earnings of all hourly and incentive workers

Machinists

Starting rate	$ .65 per hour
After 45 days	.70 per hour
Journeyman Tool Makers	1.20 per hour

PLUS 27¢

The minmum rate shall be 70¢ per hour. The rate for journeyman toolmakers is $1.20 per hour.

Job Title	Points	Job Rate
Blacksmith, All Around	258	$1.09
Blacksmith, Furnaceman & Heat treater	185	.91
Blacksmith, Hammerman	216	.99
Boring Machine Opr. Vertical	164	.86
Boring Mill Opr. Horizontal	231	1.03
Boring & Drilling Mach. Opr.	205	.96
Buffer, Polisher & Grinder	97	.70
Drill Press Opr.	164	.86
Drill Press Medium	178	.89
Drill Press Floor, repetitive	147	.82
Drill Press, Heavy	194	.93
Drill Press, Light, Female	92	.70
Drill Press, Light & Medium	129	.77

Drill Press, Light, bench & floor, Male	162	.85
Drill Press, Multiple Spindle	182	.90
Drill Press & Boring Machine Leadman	199	.95
Drill Press, Heavy, Leadman	211	.98
Drill Press Radial	202	.95
Filer & Grinder	118	.74
Gear Cutter Opr. & Set up	228	1.02
Gear Cuter Helper	107	.72
Grinder, Hanchett	170	.87
Grinder, Precision, External	196	.94
Grinder, Rough Disc	158	.84
Inspector	202	.95
Inspector, Bench	129	.77
Inspector & Leadman	218	.99
Lapping Machine Opr.	127	.77
Lathe Automatic Set up & Leadman	288	1.17
Lathe Automatic Set up man	270	1.12
Lathe Automatic Operator	168	.87
Lathe Automatic Helper, Male	133	.78
Lathe Opr. All Around	249	1.07
Lathe Opr. Engine I	233	1.03
Lathe Operator, Engine II	172	.88
Lathe Operator, Turret I	233	1.03
Lathe Operator, Turret II	213	.98
Lathe Operator, Turret III	172	.88
Leather Cup Trimmer & Set up	99	.70
Leather Cup Trimmer	69	.70
Leather Cutter	167	.87
Leather Press Opr. & Set up	145	.81
Leather Press Opr.	87	.70
Machinist, All Around	306	1.21
Machinist, Experimental	260	1.10
Machine Opr. or Assembler, Misc.	128	.77
Machinist, Repair Dept.	238	1.04
Milling Machine Opr.	165	.86
Nut Tapping Machine Opr.	97	.70
Pipe Machine Opr.	174	.88
Pipe Machine Opr. & Working Bbl. Bldr.	191	.93
Planer Opr.	224	1.01
Power Saw Opr.	141	.80
Power Saw & Shears Opr.	152	.83
Punch Press Opr. & Set up man	202	.95
Punch Press Opr. & Set up man	204	.96
Rod Threader Opr.	101	.70
Roll Threader Opr.	201	.95
Sheet Metal Worker, All Around	277	1.14
Sheet Metal Worker, Helper	176	.89
Sheet Metal Worker, Leadman	207	.97
Sheet Metal Production Worker	143	.81
Tapping Machine Opr.	165	.86
Toolmaker	301	1.20
Toolroom Grinder	299	1.20
Toolroom Heat Treater	299	1.20
Washrack Opr.	105	.71
Welder, Arc I	252	1.08
Welder, Arc II	197	.94
Welder, Spot	179	.90
Lathe Opr. Faye Automatic	178	.89
Gasket Cutter	174	.88
Sheet Metal Worker Tanks	139	.80
Galvanizer #1	247	1.07
Galvanizer #2	172	.88
Galvanizer #3	151	.83
Hydraulic Press Opr.	115	.74
Pickling Opr.	123	.76
Welders Automatic	173	.88
Tapper Tanks	126	.76
Driller & Chipper	143	.81
Machinist Experimental Leadman	265	1.11
Punch Press, Light	105	.71
Assembler, Elec. House Pump	112	.73
Assembler, Ejecto	120	.75
Assembler, Fork Lock & Hay Car Sub.	132	.78
Assembler, Hand Pump	148	.82
Assembler, Hay Car	145	.81
Assembler, Hay Pulleys & Slings	140	.80
Assembler, Hay Track	104	.71
Assembler, Light	86	.70
Assembler, Power Pumps	144	.81
Assembler, Pump Jacks	136	.79
Assembler, 6" Working Heads	120	.75
Assembler, Spray Rig Accessories	112	.73
Assembler, Spray Rigs	211	.98
Assembler, Spray Rig Helper	139	.80
Assembler, Working Barrel	141	.80
Motor Mounter	151	.83
Tester, Ejecto	128	.77
Tester, Electric House Pump	108	.72
Tester, Experimental	178	.89
Tester, Power Pump	146	.81
Tester, Spray Rig	180	.90
Assembler - Cylinders	126	.76
Assembler Pulley & Slings Helper	112	.73
Assembler Spray Rig Leadman	225	1.01
Assembler, Tanks	113	.73
Tester, Tanks	121	.75
Ass't Foreman, Machinist All Around	311	1.23
Ass't Foreman, 41	155	.84
Ass't Foreman, 23	255	1.09
Ass't Foreman, 24 & 34	167	.87
Ass't Foreman, 43	262	1.10
Ass't Foreman, 32	155	.84
Ass't Foreman, Tool & Diemaker	325	1.26
Ass't Foreman, Laborer	183	.91
Ass't Foreman, Miller St.	220	1.00
Ass't Foreman, No. 3 Machine Shop	309	1.22
Factory Clerk	119	.75
Ass't Foreman Dept. 56	311	1.23
Woodworker, Crate Nailer	102	.70
Woodworker, General	183	.91
Woodworker, Millman	209	.97
Paint, Dipper	119	.75
Painter, Baked Finish	148	.82
Painter, Brush	132	.78
Painter, Brush, Light	132	.78
Painter, Decal	112	.73
Painter, General	148	.82
Painter, Spray	147	.82
Painter, Touchup & Trucker	138	.79
Box Nailer, Export	101	.70
Crater, Power Spray Rig	148	.82
Crater, Spray Rig Helper	112	.73
Freight Checker, Leadman	163	.86
Freight Checker	150	.82
Freight Checker, Incoming	178	.89
Freight Trucker, Incoming	130	.77
Freight Trucker	120	.75
Packer, Ejecto Accessories	79	.70
Packer, Ejecto Pump	99	.70
Packer, Hand Pumps	107	.72
Packer, Hand Spray Pump (Female)	87	.70
Packer, Hay Cars & Forks	91	.70
Packer, Parts	134	.78
Packer & Boxer, Electric House Pump	99	.70
Packer & Crater, Bdzrs. & Wkg. Hds.	124	.76
Packer & Crater, Export	157	.84
Packer & Crater, Helper	97	.70
Packer & Crater, Lowdowns & Jacks	146	.81
Packer & Shipper,		

Spray Accessories	142	.80
Parts Collector	166	.86
Sawyer	161	.85
Sawyer Helper	128	.77
Shipper, Carload Helper	105	.71
Shipper, Ejecto	150	.82
Shipper, Express	188	.92
Shipper, Parcel Post	178	.89
Shipper, Steel Rod & Hay Track	141	.80
Shipper, Wood Rod	148	.82
Tank Marker & Crater	132	.78
Wrapper, Parcel Post	106	.71
Packer & Crater Express - Female	117	.74
Parts Collector, Parcel Post Female	123	.76
Parts Collector & Packer Carload	170	.87
Parts Collector H. S. P. Female	105	.71
Packer & Crater Export Helper	120	.75
Freight Trucker Leadman	140	.80
Shipper Special Orders	205	.96
Tank Marker & Decal	112	.73

Belt Repairman	121	.75
Electrician Maintenance I	295	1.19
Electrician Maintenance II	230	1.02
Elevator Opr. 8	151	.83
Elevator Opr. 11	99	.70
Elevator Opr. & Packer	88	.70
Elevator Opr. & Sub Assembler	118	.74
Janitor Factory	106	.71
Laborer, Yard	141	.80
Maintenance Helper	147	.82
Motor Oiler & Inspector	141	.80
Millwright & Carpenter I	279	1.15
Millwright & Carpenter II	233	1.03
Millwright & Carpenter Helper	160	.85
Oiler & Watchman	119	.75
Painter, Maintenance	198	.94
Pipefitter, Maintenance	259	1.10
Pipefitter, Helper	153	.83
Roustabout	134	.78
Roustabout & Counters Helper	140	.80
Storageman	117	.74
Sweeper	106	.71
Oiler	126	.76
Stockkeeper	116	.74
Electrician Maintenance II-B	219	1.00
Material Handler, Tanks	109	.72

COMPANY: Confidential (Sewing Machines)
UNION: Electrical Workers--CIO

LOCATION: Middle Atlantic
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: None specified; 1-yr. agmt.
Shift Bonus: 10% for night work

The day work rates applicable to the several labor grades in the plant shall be those set forth below:

Labor Grade	Low	High	Labor Grade	Low	High
12	$ .885	$ .985	S2	$1.00	$1.13
11	.945	1.065	S2A	1.07	1.21
10	1.015	1.135	S3	1.14	1.29
9	1.095	1.255	S3A	1.21	1.37
8	1.145	1.305	S4	1.28	1.45
7	1.205	1.365			
6	1.285	1.445			
5	1.355	1.555			
4	1.435	1.635			
3	1.515	1.715			
2	1.595	1.795			

Learners shall be paid at the rates set forth below and shall be increased as indicated each three (3) months until they have reached the minimum rate of the labor grade of the job for which they are being trained, at which time they shall be classified and shall cease to be learners. Increases are to be effective for the first payroll period commencing on or after the expiration of each successive learner period.

Labor Grade	Starting Rate	3 Mos.	6 Mos.	9 Mos.	12 Mos.	15 Mos.
12	$ .885	$	$	$	$	$
11	.885	.945				
10	.935	1.015				
9	.985	1.035	1.095			
8	.985	1.035	1.095	1.145		
7	.985	1.035	1.095	1.145	1.205	
6	.985	1.035	1.095	1.145	1.205	1.285
S2	.925	1.00				
S2A	.925	1.00	1.07			
S3	.925	1.00	1.07	1.14		
S3A	.925	1.00	1.07	1.14	1.21	
S4	.925	1.00	1.07	1.14	1.21	1.28

The Company will continue to install as expeditiously as possible an incentive system under which a normal operator while working on standard, at a normal incentive rate and under normal conditions may expect to earn 25% above the base rate for the labor grade in which the job falls.

Sec. 14.

The base rates for workers on incentive and the incentive expectancy for the normal worker are as follows:

Labor Grade	Base Rate	Expectancy
12	$ .88	$1.10
11	.95	1.19
10	1.02	1.275
9	1.12	1.40
8	1.17	1.46
7	1.23	1.54
6	1.30	1.625
5	1.37	1.71
4	1.44	1.80

COMPANY: Confidential (Tools, Valves, Fittings)
UNION: Steelworkers--CIO

LOCATION: Middle Atlantic
SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: May 1948
Hiring Rate: Office employees--$143 per mo.; $148 min. after 3 mos.
Shift Bonus: 5¢ for night work

COMPANY: Clary Multiplier Corp.

UNION: Electrical Workers--CIO

LOCATION: Los Angeles, Calif.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: At any time after April 1947

Hiring Rate: 85¢, with monthly 5¢ increases to $1.03

Shift Bonus: 2nd shift--10¢ plus 8 hrs. pay for 7½ hrs. work; 3rd shift--10¢ plus 8 hrs. pay for 7 hrs. work

JOB NAME	GRADE	MINIMUM RATE	MAXIMUM RANGES
Adding Machine Assemblers	C	.98	1.03
" " "	B	1.08	1.23
" " "	A	1.28	1.43
Adding Machine Final Inspector & Adjustor - Specialist	S	1.48	1.60
Automatic Screw Machine Operator	C	1.03	1.23
" " " "	B	1.23	1.48
" " " "	A	1.53	1.68
Lead & Set-up Man		1.73	1.78
Carpenter - (Maintenance)	C	.98	1.08
" "	B	1.13	1.38
" "	A	1.38	1.53
Electroplaters	C	.98	1.03
"	B	1.08	1.23
"	A	1.28	1.43
Grinder	C	.98	1.13
"	B	1.18	1.38
"	A	1.43	1.63
Lead & Set-up Man		1.68	1.73
Heat Treaters	C	1.08	1.23
"	B	1.28	1.43
"	A	1.48	1.60
Inspectors	C	.98	1.03
"	B	1.08	1.28
"	A	1.33	1.48
Leadmen		1.53	1.58
Janitor	A	.88	1.08
Leadman		1.08	1.18
Laborers	B	.88	.98
"	A	1.03	1.18
Machine Operators (Includes all operations performed on machinery in the Drill Press Dept., Tapping, Burring, Milling, Drilling, Assembling, Welding, etc.)			
" "	C	.98	1.03
" "	B	1.08	1.23
" "	A	1.28	1.43
Lead & Set-up Man		1.48	1.53

JOB NAME	GRADE	MINIMUM RATE	MAXIMUM RANGES
Maintenance Men	C	1.18	1.28
"	B	1.33	1.48
"	A	1.48	1.63
Leadmen		1.68	1.73
Oil Separator & Degreaser Tank Oper.	B	.88	.98
" " " " "	A	1.03	1.18
Painter - Spray	B	1.08	1.23
" "	A	1.28	1.43
Pen Assemblers	C	.98	1.03
" "	B	1.08	1.23
" "	A	1.28	1.43
Punch Press Operator	C	1.03	1.08
" " "	B	1.13	1.23
" " "	A	1.28	1.43
Lead & Set-up Man		1.48	1.53
Radex Assemblers	C	.98	1.03
" "	B	1.08	1.23
" "	A	1.28	1.43
Shipping & Receiving Clerk	B	.88	1.18
" " "	A	1.23	1.38
Leadman		1.43	1.48
Tool Crib Attendant	C	.88	.98
" " "	B	.98	1.13
" " "	A	1.18	1.33
Tool & Diemakers	C	1.40	1.50
" "	B	1.55	1.70
" "	A	1.75	1.95
Leadmen		2.00	2.05
Tool Room Machinists (General & Maintenance) (Includes Tool Room Lathe Operators)			
" " "	C	1.13	1.28
" " "	B	1.33	1.48
" " "	A	1.53	1.68
Truck Driver	B	1.13	1.23
" "	A	1.23	1.33
" "			
Turret Lathe Operator	C	1.08	1.28
" " "	B	1.28	1.43
" " "	A	1.43	1.58
Lead & Set-up Man		1.63	1.68

COMPANY: Sterling Wheelbarrow Co.

UNION: Auto Workers--CIO

LOCATION: West Allis, Wis.

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: October 1947

Shift Bonus· 5¢ for night work

Occupation	Points	Labor Grade
Tool, Die and Gauge Maker	330	1
Assembly Welder - Arc or Gas	286	3
Foundry Man (General)	286	3
Punch Press Operator (Set Up)	271	4
Flask Assembler	271	4
Machinist (Production)	266	4
Finish Welder (Arc or Gas (Heavy)	254	4
Slag Buggy Tray Bender	245	5
Gas Cutter (Pantagraph)	244	5
Turret Lathe Operator	244	5
Hydraulic Press Operator (Flasks)	244	5
Bending Press Operator (Flask Channel)	244	5
Shear Operator (Gate & Cut Off)	240	5
Finish Welder - Arc or Gas	240	5
Radial Drill Press Operator	240	5
Large Punch Press Operator (Wheelbarrows)	239	5
Wood Working Machine Operators	237	5
Sheet Metal Worker	236	5
Single or Double Spindle Drill Press Operator	235	5
Gas Cutter (Track)	235	5
Milling - Machine Operator	235	5
Large Tray Blanking Press Operator	235	5
Planer Operator	234	5
Bull-dozer Operator	230	5
Disc Grinder	224	6
Assembler - Structural (Wheels)	220	6
Packing, Shipping & Receiving	215	6
Bench Hands	213	6
Punch Press Operator	211	6
Bushing Lathe Operator	210	6
Spot Welder	209	6
Foundry Chill Machine & Core Setter	204	7
Power Hacksaw Operator	196	7
Tray Rolling Machine Operator	190	7
Tray Pounder	190	7
Broaching & Burring Operator	189	7
Pipe Cutting & Burring Operator	189	7
Painting (Black)	189	7
Snagging Grinder	185	7
High Speed Drill Press (Vent & Bar Hole)	184	7
Drill Press Operator (Frames)	179	8
Wheel Assembler (Helper)	174	8
Milling Machine Operator (Handles)	169	8
Drill Press Operator (Wheel Axles)	165	8
Productive Helper	165	8

SECTION 5. The following jobs are not full-time but are done intermittently by employees who have signed for other jobs. The company agrees that men assigned to these jobs shall be of a labor grade no lower than that indicated after the job title.

Job Title	Labor Grade
Cut-out Bar Chamfering (Milling Machine)	4
Rod Straightening and Cutting Machine Operator	5
Leveling Machine Operator	5
Hydraulic Press Operator (Trays)	5
Large Punch Press Operator (Frames & Trays)	5
Large Punch Press Operator (Bend Legs)	5
Rotary Shear Operator (Trays & Carts)	5
Punch Press Operator (U Bend Frames)	5
Angle Roller Operator	6
Wheel Boring Drill Press Operator	6
Iron Frame Bolter	7
Alligator Shear Operator	8

These jobs have not been evaluated and if any man is permanently assigned to the job the Evaluation Committees must rate the job without prejudice because of the Labor Grades indicated above.

SECTION 6. The following rates are established as of October 1, 1946:

Labor Grade	Class D	Class C	Class B	Class A
1	1.22	1.27	1.33	1.42
2	1.16	1.20	1.26	1.33
3	1.11	1.15	1.21	1.27
4	1.06	1.10	1.15	1.21
5	1.02	1.06	1.11	1.15
6	.98	1.01	1.05	1.10
7	.96	.98	1.01	1.05
8	.94	.95	.97	.99

These rates, as well as those mentioned in Sections 7 and 11 of this exhibit, shall be increased by three cents (3¢) per hour as of October 1, 1946. As of January 1, 1947 the total increase shall be five cents (5¢) per hour, and as of March 31, 1947 the total increase shall be 10¢ per hour.

SECTION 7. After an inexperienced man has been hired at the plant minimum of 84¢ per hour, he shall work periods of 320 hours each to qualify for increases. After each 320 hour period he shall receive a rate increase of 5¢ per hour until the Class "D" rate for his job is reached. The last 320 hour period need not be a full 5¢ per hour increase should a lesser amount bring his rate to the Class "D" minimum.

Experienced personnel shall be hired at no less than the Class "D" rate for the job.

COMPANY: Confidential (Temperature and Pressure Regulators)
UNION: Federal Labor Union--AFL

LOCATION: New England

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; agmt. expires July 1948

Hiring Rate: 75¢ min., 90¢ min. after 6 mos.

COMPANY: Confidential (Machine Tools)

UNION: Machinists

LOCATION: New England

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: After December 1947

Hiring Rate: Learners 70¢ per hr.; Messengers 60¢ per hr.; Apprentices 53¢ per hr.

Shift Bonus:. 7¢ for night work for hourly workers, 6¢ for piece workers

INCENTIVE WORKERS

LABOR GRADE	BASE RATE
4	$1.00
5	.95
6	.90
7	.85
8	.81
9	.77
10	.71

NON-INCENTIVE WORKERS

LABOR GRADE	HOURLY RATES
1	$ 1.59
2	1.51
3	1.42
4	1.34
5	1.25
6	1.17
7	1.08
8	1.00
9	.92
10	.83
11	.75

COMPANY: Confidential (Cans)

UNION: Steelworkers--CIO

LOCATION: Pacific

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: March 1948

Shift Bonus: 7½¢ on 2nd, 12½¢ on 3rd shift

Skilled Group Rates

TOOL AND DIE MAKERS: Per hour $1.98.

MAINTENANCE MACHINIST: Per hour $1.76.

JOURNEYMAN MACHINIST: (Refers to Apprentice Scale only) Per hour $1.62.

WELDER: Per hour $1.62.

MILLWRIGHT: Per hour $1.675.

MILLWRIGHT HELPER: Per hour $1.46.

AUTO MECHANIC: Per hour $1.60.

ELECTRICIAN: Per hour $1.71.

CARPENTER: Per hour $1.56.

GENERAL FACTORY MAINTENANCE MAN: Per hour $1.60.

STOREROOM MAN: Per hour $1.41.

INSPECTOR "A": Per hour $1.36.

INSPECTOR "B": Per hour $1.31.

COMPANY: Confidential (Machine Tools)

UNION: Teamsters--AFL

LOCATION: New England

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates: Truck drivers: Class I, $1.17; Class II, $1.08

COMPANY: Confidential (Typewriters)

UNION: Office Employees--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

LEARNER RATE SCHEDULE

OFFICE JOBS

*HIRING RATE	1 MO.	2 MO.	3 MO.	4 MO.	6 MO.	9 MO.	12 MO.	15 MO.	18 MO.	21 MO.	24 MO.
$ 28.20	30.20	32.20	34.20								
28.60	30.60	32.60	34.20	35.80							
29.00	31.00	32.60	34.20	35.80	37.40						
29.40	31.00	32.60	34.20	35.80	37.40	39.00					
29.40	31.00	32.60	34.20	35.80	37.40	39.00	40.60				
29.40	31.00	32.60	34.20	35.80	37.40	39.00	40.60	42.20			
29.40	31.00	32.60	34.20	35.80	37.40	39.00	40.60	42.20	43.80		
29.40	31.00	32.60	34.20	35.80	37.40	39.00	40.60	42.20	43.80	45.60	
29.40	31.00	32.60	34.20	35.80	37.40	39.00	40.60	42.20	43.80	45.60	47.60

*Hiring rate for inexperienced employees only. Partially experienced personnel will be assigned a rate between the Hiring and Minimum Job Rate, as shown in the job rate schedule, which is commensurate with their respective qualifications. Progression thereafter will be in accordance with the schedule.

JOB RATE SCHEDULE

Evaluation Points From	To	Min. Rate	3 Mo. 1/4	6 Mo. Mid.	Merit 3/4	Merit Max.
0	70	34.20	35.20	36.20	37.20	38.20
71	90	35.80	36.80	38.00	39.20	40.20
91	110	37.40	38.60	39.80	41.00	42.20
111	130	39.00	40.40	41.60	42.80	44.20
131	150	40.60	42.00	43.40	44.80	46.20

151	170	42.20	43.60	45.20	46.80	48.20
171	190	43.80	45.40	47.00	48.60	50.20
191	210	45.60	47.20	49.00	50.80	52.40
211	230	47.60	49.40	51.20	53.00	54.80
231	250	49.60	51.60	53.40	55.40	57.20
251	270	52.00	54.00	56.00	58.00	59.80

Progression for all employees covered by this Agreement shall be automatic up to the midpoint of their rate range at three (3) month intervals, the midpoint being reached six (6) months from the hiring date. Thereafter, progression will be determined by merit increase alone.

COMPANY: Durant Manufacturing Co.

UNION: Steelworkers--CIO

LOCATION: Milwaukee, Wis.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: After January 1948

Hiring Rate: 80% of base rate of labor grade, for learners; increase to base rate after 8 wks.

Shift Bonus: 5¢ on 2nd, 8¢ on 3rd shift

Labor Grade	Hourly Employees Base Rate Range	Base Rate Range Incentive Employees
1	From 1.59 to 1.65 per hr.	-
2	" 1.51 to 1.58 " "	-
3	" 1.43 to 1.50 " "	-
4	" 1.35 to 1.42 " "	-
5	From 1.27 to 1.34 per hr.	-
6	" 1.18 to 1.26 " "	1.07 to 1.13
7	" 1.10 to 1.17 " "	1.00 to 1.06
8	" 1.02 to 1.09 " "	.93 to .99
9	" .94 to 1.01 " "	.86 to .92
10	" .85 to .93 " "	.79 to .85

COMPANY: Confidential (Locks, Hardware)

UNION: Machinists

LOCATION: New England

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: April 1948

Shift Bonus: 10¢ for night work

HOURLY WAGE RATES

Labor Gr'de	Min. St't Rt.	8	16	24	32	40	48	56	64	72	80	88	96	104	112	Max. Rt. to Rt. Rge.
		WEEKS														
10	.725	.755	.785													.825
9	.725	.775	.825													.925
8	.725	.775	.825	.875												.975
7	.725	.775	.845	.915												1.025
6	.725	.775	.825	.895	.965											1.075
5	.725	.775	.825	.875	.925	.975	1.025									1.125
4	.725	.775	.825	.875	.925	.975		1.025		1.075						1.175
3	.725	.775	.825	.875	.925	.975	1.025		1.075		1.125					1.225
2	.725	.775	.825	.875	.925	.975	1.025	1.075	1.125		1.205		1.285			1.375
1	.725	.775	.825	.875	.925	.975	1.025	1.075	1.125	1.175	1.225		1.305		1.385	1.475

NOTE: To these figures, add increases totalling 18½¢ per hr. in all rates.

COMPANY: American Mfg. Co. of Texas

UNION: Machinists

LOCATION: Fort Worth, Texas

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: October 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 3¢ on 2nd, 5¢ on 3rd shift

JOB CLASSIFICATIONS	Rate Range Min. Max.
Assemblyman—Class A	.75— .85
Blacksmith	.95—1.15
Bulldozer Operator	.85—1.10
Core Maker—Class A	1.00—1.30
Core Maker—Class B	.85—1.00
Core Maker—Class C	.75— .85
Compressor Oper.—Class A	.95—1.05
Compressor Oper.—Class B	.85— .95
Compressor Oper.—Helper	.75— .80
Chipper & Grinder	.75— .90
Crane Operator (Overhead)	.85—1.05
Crane Follower	.75— .90
Cupola Tender	.85—1.05
Cutter—Class A	.80— .90
Cutter—Class B	.75— .80
Drill Press Operator A	.85— .95
Drill Press Operator B	.75— .85
Electrician—Class A	.95—1.30
Electrician—Class B	.85— .95
Electrician—Helper	.75— .85
Forging Press Operator	.85—1.10
Heater	.75— .95
Hot Conveyor	.75— .80
Inspector—Class A	.95—1.05
Inspector—Class B	.80— .95
Instrument Checkers	.95—1.30
Jack Assembly	.75— .95
Labor	.75— .80
Lathe Operator—Class A	1.25—1.40
Lathe Operator—Class B	1.00—1.20
Lathe Operator—Class C	.90—1.00
Lathe Operator—Class D	.80— .90

JOB CLASSIFICATION	Rate Range Min. Max.
Lift Truck Operator	.75— .95
Machine Operator—Class A	.90—1.05
Machine Operator—Class B	.75— .90
Machinist—Class A	1.25—1.40
Machinist—Class B	1.05—1.25
Maintenance—Class A	.95—1.30
Maintenance—Class B	.75— .95
Mechanic—Class A	.95—1.30
Mechanic—Class B	.75— .95
Millwright—Class A	.95—1.30
Millwright—Class B	.75— .95
Molder—Class A	1.00—1.30
Molder—Class B	.85—1.00
Molder—Class C	.75— .85
Molder—Helper	.75— .80
Nicker	.80—1.00
Nicker Helper	.75— .80
Oiler	.75— .90
Packer	.75— .80
Painter	.75— .95
Pattern Maker—A	1.05—1.45
Pattern Maker—B	.85—1.05
Pattern Maker—C	.75— .85
Pipe Threading Mach. Oper.—A	1.00—1.20
Pipe Threading Mach. Oper.—B	.75— .95
Porter	.70—
Press Operator (Breaker)	.85—1.00
Press Operator (Breaker) Helper	.75— .80
Punch Press Operator	.80— .95
Receiving Clerk	.75— .90
Sandcutter	.75— .80
Saw Operator (Heavy)	.80— .95
Shop Helper	.75— .80
Stabber	.75— .95
Storekeeper—Class A	.80— .95
Storekeeper—Class B	.75— .80
Tool Grinder—Class A	1.00—1.20
Tool Grinder—Class B	.80—1.00
Tool Grinder—Class C	.75— .80
Tool Room Keeper—A	.75— .95
Truck Driver—Class A	.75— .90
Truck Driver—Yard	.75— .90
Upsetter Operator	.85—1.10
Upsetter Operator Helper	.75— .95
Welder—Class A	1.05—1.30
Welder—Class B	.90—1.05
Welder—Class C	.80— .90
Witter Mill Operator	.85—1.15

COMPANY: Confidential (Fire Arms, Metal Cleaning Machines)

UNION: Electrical Workers--CIO

LOCATION: New England

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 10¢ for night work

JOB CLASSIFICATION WAGE SCALES

All Divisions

Work Grade	Day Rates C	Work Rates B	Rates A	Specialist Rate	Incentive Work Base Rate	Incentive Anticipated Earnings
11	.77	81	.85	—	.81	97
10	.83	.87	.91	—	.87	1.04
9	.89	.93	.97	—	.93	1.12
8	.95	.99	1.03	—	.99	1.19
7	1.01	1.05	1.09	—	1.05	1.26
6	1.07	1.11	1.15	—	1.11	1.33
5	1.13	1.17	1.21	—	1.17	1.40
4	1.19	1.24	1.29	1.39	1.24	1.49
3	1.27	1.32	1.37	1.47		—
2	1.35	1.40	1.45	1.55		—
1	1.43	1.48	1.55	1.65	—	—

COMPANY: Confidential (Containers)

UNION: District 50, Mine Workers

LOCATION: Great Lakes

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 8¢ on night shift

The following schedule of base hourly wage rates, wage progressions for new employees and bonus payments are hereby agreed:

STARTING RATES

Male per hour	$ .79
Female per hour	$ .77

AFTER 30 DAYS

Male per hour	$ .84
Female per hour	$ .79

School boys start at $.79 per hour with no base hourly rate progression until thirty (30) days after leaving school permanently.

Fourteen (14) cents per hour will be paid to Shipping and Material Handling Department employees in lieu of incentive bonus earnings.

TUBE WINDING DEPARTMENT

Job Title	Male	Female
Hand Printer Tubular Containers A.	$1.03	$....
Hand Printer Tubular Containers B	.93	.....
Power Press Operator Recessed Ends	.84	.....
Papercutter—Hand Shear	....	.79
Papercutter Helper	.84	.....
Papercutter Power Shear	.89	.....
Papercutting Machine Operator	1.01	.....
Sheet Taper	....	.79
Stitcher Operator Recessed Ends	....	.79
Tube Mandrel Operator	.95	.....
Tube Seam Ironer	....	.79
Tube Stamper and Hauler	.84	.....
Tube Winder Feeder and Crew Leader	1.03	.....
Winder Feeder Helper	....	.79

FIBRE PARTS

Job Title	Male	Female
Circle Shear Operator	$....	$ .79
Cover, Nest & Stack Tubes	.84	.....
Disc Punch Press Helper	.84	.....
Disc Punch Press Operator	.84	.....
Glue Machine Operator	....	.79
Hand Trucker	.84	.....
Hand Paint Spray Helper	.84	.....
Hand Paint Spray Operator	.93	.....
Inside Seam Taper	....	.79
Interior Spray and Dip Helper	....	.79
Interior Spray and Dip Operator	.84	.79
Printer Helper	....	.79
Printer Operator "A"	1.03	.....
Printer Operator "B"	.93	.....
Stitching Machine Operator	....	.79
Tape Machine Operator	....	.79
Tape Wiper	....	.79
Tray Press Operator	.84	.....
Tube Breaker	....	.79
Tube Slitter Helper	....	.79
Tube Slitter Operator	.91	.....
Tubular Cover Press Operator	....	.79
Tunnel Loader	....	.79
Crinkled-Sleeve Applier	....	.79

METAL PARTS DEPARTMENT

Job Title	Male	Female
Cover Punch Operator	$. 84	$ .79
Dip Tank Loader and Unloader	.84	.....
Dip Tank and Oven Operator	.97	.....
Metal Sheet Separator	....	.79
Plate Cutting--Power Shear	.84	.....
Press Operator--2nd. and 3rd Operation	....	.79
Press Operator--1st Operation--Crew Leader	.99	.....
Sheet Dipper	.84	.....
Spot Welder--Tag Holder	....	.79
Trim and Curling Lathe Operator	.89	.....
Press Operator--1st Operation--Relief	.89	.....

LOCK BAND DEPARTMENT

Job Title	Male	Female
Band Punch Operator	$ .84	$ .79
Hustler	.84	.....
Punch Press Operator 2nd Operation	.84	.79
Punch Press Operator —Strip Feed	.84	.....
Rivet Machine Operator —Linkhandle	.84	.79
Rivet Machine Operator —Lock Band	.84	.79
Metal Parts Varnish Dipper	.84	.....
Metal Parts Varnish Dipper Helper	.84	.....
Metal Shear Operator	.84	.....
Metal Shear Helper	.84	.....
Rubber Gasket Machine Operator	....	.79

ASSEMBLY DEPARTMENT

Job Title	Male	Female
Automatic Paint Spray Operator	$ .93	$....
Automatic Paint Spray Helper	.84	.....
Band Press Operator	.84	.....
Band Spot or Butt Flash Welder	.84	.....
Chimes Wax Brusher	.84	.....

Crew Leader—Vertical Line	.87	-----
Hustler	.84	-----
Flange Crimper	----	.79
Glue Machine Operator	----	.79
Hand Trucker	.84	-----
Hydraulic Crimp Press Unloader	.84	---
Hydraulic Crimp Press Operator-Crew Leader	1.01	-----
Inside Seam Taper	----	.79
Band Forming Machine Crew Leader—Operator	.98	-----
Band Forming Machine Helper	.84	-----
Shear Operator	.84	-----
Disc Gluer	----	.79
Band Bundler	.84	-----
Top Crimp Press Operator	.84	-----
Tray Press Operator and Unloader	.84	-----
Tray Press Helper	----	.79
Tube Slitter Operator	.91	-----
Drum Loader and Unloader	.84	.79
Tube Slitter Helper	.84	.79
Bottom Crimp Press Operator	.84	----
Skiver and Painter	.84	-----
Forming Press Operator	.84	-----

Job Title	Male	Female
Assembly Press Operator	$ .84	$ .79
Band Machine Operator	.84	-----
Band Punch Operator	.84	-----
Stapak Assembler and Nester	.84	.79
Crimper Operator	.91	-----
Glue Machine Operator	----	.79
Hand Trucker	.84	-----
Lug Assembly Operator	.84	-----
Metal Bottom Grooving Machine Operator	.84	-----
Nicker Operator	.84	-----
Notching Machine Operator	.84	-----
Rotary Header Load and Unload	.84	.79
Rotary Operator—Crew Leader	.97	-----
Stitching Machine Operator	.93	-----
Stitching Machine Operator	.84	-----
Trimmer Operator	.84	-----
Tube Assemblers	.84	-----
Tube Assembler—Crew Leader	.91	-----
Tube Sanders	.84	.79
Tube Slitter Operator	.91	-----

SHIPPING DEPARTMENT

Job Title	Male	Female
Car Finisher and Bracer	.84	-----
Car Loader B	----	.79
Car Loader A	.84	-----
Crew Leader	.93	-----
Chaffeur	.93	-----
Packer A—L.C.L.	.84	-----
Packer B—L.C.L.	----	.79

MACHINE SHOP

Job Title	Male	Female
Die Repairer A	1.39	-----
Die Repairer B	1.34	-----
Die Setup A	1.24	-----
Die Setup B	1.19	-----
General Machinist A	1.49	-----
General Machinist B	1.39	-----
Hand Truck Repairer	.99	-----
Welder	1.24	-----
Shop Machinist B	1.19	-----
Helper	1.09	-----
Sheetmetalist	1.24	-----
Shop Machinist A	1.29	-----
Slitter Blade Grinder	.99	-----
Group Leader	1.54	-----
Machine Repairer	1.14	-----
Equipment Lubricator A	1.09	-----
Die Maker A	1.49	-----
Die Maker B	1.44	-----
Equipment Lubricator B	.96	-----

BUILDING MAINTENANCE DEPARTMENT

Job Title	Male	Female
Boiler Operator	$1.04	$....
Carpenter--Rough	1.04	-----
Carpenter--Helper	.84	-----
Electrician A	1.29	-----
Electrician B	1.12	-----
Grounds Keeper	.95	-----
Janitress	----	.79
Janitor	.84	-----
Maintenance Man A	1.14	-----
Sweeper	.84	-----
Crew Leader	1.29	-----
Maintenance Painter	1.04	-----
Maintenance Man B	1.08	-----
Electrician Helper	.96	-----
Chief Boiler Operator	1.12	-----
Electrician C	[illegible]	-----
Glue Mixer	1.04	-----
Door Watchman	.84	-----
Matron	----	.79

MATERIAL HANDLING DEPARTMENT

Job Title	Male	Female
Baler Helper	.84	-----
Baler Operator	.88	-----
Chaffeur	.93	-----
Chaffeur Helper	.84	-----
Material Handling Labor	.84	-----
Tractor Helper	.84	-----
Tractor Operator	.93	-----
Crew Leader & Tractor Operator	.96	-----
Warehouseman and Tractor Operator	.93	-----
Stock Chaser	.84	-----
Stock Room Attendant	.84	-----

COMPANY: Confidential (Engineering Instruments)
UNION: District 50, Mine Workers
LOCATION: Middle Atlantic
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: March 1947
WAGE REOPENING: If work week is reduced below 48 hrs.
Minimum Rate: 75¢
Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

COMPANY: Confidential (Small Metal Specialties)
UNION: Marine and Shipbuilding Workers--CIO
LOCATION: New England
SIZE OF COMMUNITY: 25-100,000
EFFECTIVE DATE: July 1947
WAGE REOPENING: None specified; 1-yr agmt.
Hiring Rate: 75¢ min.
Shift Bonus: 7½¢ on 2nd, 10¢ on 3rd shift

COMPANY: Confidential (Ladders, Trestles)
UNION: District 50, Mine Workers
LOCATION: Middle Atlantic
SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: October 1947
WAGE REOPENING: At any time after 6 mos., if changes in economic conditions "substantially effect" the existing wage scale
Hiring Rate: 80¢ min. for first 3 mos., 82¢ second 3 mos., 86¢ during following 6 mos., 90¢ after 1 yr.
Shift Bonus: 5¢ on night shifts

COMPANY: Confidential
UNION: Independent Employees Union
LOCATION: Middle Atlantic
SIZE OF COMMUNITY: 25-100,000
EFFECTIVE DATE: June 1947
WAGE REOPENING: None specified; 1-yr. agmt.
Hiring Rate: 70¢ for men, 65¢ for women
Shift Bonus: 10% for night work

COMPANY: Confidential (Hand Tools)
UNION: Auto Workers--CIO
LOCATION: Great Lakes
SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: June 1947
WAGE REOPENING: At any time
Hiring Rate: 77¢ min.
Shift Bonus: 5¢ for night work

COMPANY: Confidential

UNION: Auto Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; agmt. expires June 1948

Shift Bonus: 5¢ on 3rd, 8¢ on 1st shift for non-production employees; 3¢ on 3rd, 5¢ on 1st shift for production employees

OCCUPATION	Start	Three Month	Six Month	Nine Month	Twelve Month	Class C	Class B	Class A
Carpenter	$1.35	1.40					1.40	1.45
Crib Attendant	1.15	1.21	1.26	1.30				1.30
Electrician							1.50	1.55
Fireman	1.20	1.25	1.30	1.35				1.35
Inspector	1.22	1.27	1.35				1.35	1.40
Laborer (Includes sweepers, cleaners and helpers not otherwise classified)	1.10	1.15	1.20					1.20
Machine Repairman (Includes Blacksmith	1.55	1.60					1.60	1.65
Millwright	1.40	1.45					1.45	1.50
Pipefitter and Boiler Cleaner	1.35	1.40					1.40	1.45
Shipping	1.17	1.22	1.30					1.30
Receiving	1.17	1.22	1.30					1.30
Packing	1.17	1.22	1.30					1.30
Stock Handler	1.17	1.22	1.30					1.30
Tool Grinder	1.30	1.35	1.40	1.45			1.45	1.50
Tool Forger	1.40	1.45						1.50
Tool Maker						1.60	1.65	1.75
Welder	1.50	1.55					1.55	1.60
Floor and Salvage Inspectors (Advanced from Inspection)	1.45	1.50						1.50
Oiler	1.10	1.15	1.20	1.28				1.28
Truck Driver (Electric-Motor-Hand)	1.17	1.22	1.30					1.30
Truck Driver (City License)	1.22	1.27	1.32					1.32
Washing Machine Repairman (Advanced from lower rated occupation)								1.30
Oil Salvage	1.15	1.20	1.25					1.25
Stockchaser	1.17	1.22	1.27	1.30	1.35			1.35
Head & Service Stockchaser (Advanced from Stockchaser)								1.45
Shaving Puller	1.10	1.15	1.20					1.20
Compound & Oil Mixer	1.10	1.15	1.20					1.20
Expense Stores	1.17	1.22	1.30					1.30
Heat Treat Fixture Maintenance	1.50	1.55					1.55	1.60
Tool Efficiency								1.85

Apprentice Tool Room --

Hiring Rate	1.05
6 Months' Rate	1.10
1 Year "	1.15
18 Months' "	1.20
2 Year "	1.25
30 Months' "	1.30
3 Year "	1.35
42 Months' "	1.40
4 Year "	Occupational Rate

PRODUCTION BASE RATES — EFFECTIVE MAY 5, 1947

To the hourly earned rate computed for each employee on base rates in this schedule, there is to be added eleven and one-half (11½) cents.

Payment in all classes will be ninety (90) points per hour at base rate for four (4) weeks. In the event the operator is able to make group rate at end of earlier period to the satisfaction of the group and the foreman, the operator may share in group earnings.

CLASS 1

Automatic Bar Machine

All-round operators	$.685
Starting base rate, first year	.615
Base Rate, second year	.635
Base rate, after second year	.685
All-round set-up man	.78

CLASS 2A

Grinders, including external, internal, centerless green and hard grind and key grinding.

All-round operators	.66
Starting base rate, first three months	.615
Base rate, next nine months	.635
Base rate, after one year	.66

CLASS 2

Bullards *, Automatic Chuck and Cut-off, Fay Lathes, J & L *, Gisholt *, Sundstrand, Heat Treat, Carburizing, Cyaniding, Aerocase and Lead Pot Hardening.

All-round operators	.655
Starting base rate, first three months	.615
Base rate, next nine months	.635
Base rate, after one year	.655

CLASS 3A

Gear Cutters, all types, Michigan Rack, Red Ring Finisher, Chamfer, Nick, Burnish, Lap, Dry Cast Iron operations in Cast Iron Departments.

All-round operators	.635
Starting base rate, first three months	.615
Base rate, next nine months	.625
Base rate, after one year	.635

CLASS 3

Heat Treat Work: Anneal, Draw (Lead Pot, Homo or Oil). Straighten, Sandblast, Tumblast, Tablast, Wire Brush and Miscellaneous Operations, Helpers on Heat Treat Work.

Mill	Painting
Drill	Painting, spray or dip
Engine Lathes	Fork Straighten
Porter Cable	Metallurgical Inspection
Broach	File and Burr
Grinders, Surface, Groove Center and Hand	Testers and Inspection on groups
	Washing Machines on groups
B & O	Scratch Brush
Warner & Swasey	Assembly, all types
Punch Press	Transmission & Other Production
Tapper and Threader	Repairs
Excello	Wash Bearings
Cut-off Saw	All miscellaneous types machines, and operations not listed in other classifications.
Polish	
Enamel	
Rotary File	Welder

Operators, first class	.63
Starting base rate, first three months	.615
Base rate, after three months	.63

Cast Iron Rates:

Starting rate on heavy cast iron	.635
Maximum rate, after three months	.655
Maximum rate, after one year on Bullard, J & L, Gisholt and Gardner Grinder	.675

COMPANY: Confidential (Machine Tools)

UNION: Pattern Makers--AFL

LOCATION: New England

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: December 1947

Rates: Patternmakers: Class A, $1.51; Class B, $1.38; Class C, $1.26

Shift Bonus: 7¢ for night work

COMPANY: Richardson Scale Co.

UNION: Machinists

LOCATION: Clifton, N. J.

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: November 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Minimum Rate: $1 min.

Shift Bonus: 10¢ on 2nd and 3rd shift

Note: As of February 1, 1948, a 5-cent increase is to be given each employee. Also, in addition to the rates listed below, the company agrees to pay automatic increases of 5¢ each on April 1 and October 1; increases beyond this 10¢ above the minimum rate are given solely at management's discretion.

JOB CLASSIFICATIONS AND MINIMUM RATES

Assembler A $1.35

Complete erection and assembly of all types of Company products. Considerable fitting, aligning and adjusting to close tolerances and precision fits. Finished workmanship and accomplished use of all tools and equipment provided. Requires little or no supervision.

Assembler B $1.15

Diversified and general erection or assembly of standard product having fairly liberal tolerances or precision work where gauges are provided. Adjustments usually prescribed. Use of hand and power tools.

Assembler C $1.00

Repetitive or simple work on large sub-assemblies or small assemblies, including disassembly. Requires fitting and adjusting to standardized methods. Use of prescribed tools and fixtures.

Beam Maker A $1.35

Assemble and erect all beams, beam boxes, veracators or other departmental units into a finished product. Requires layout of holes, and notching graduations not specified on prints. Finished filing, fitting, squaring or adjusting to precision tolerances. May require some machine work. Final balancing of special beams. Work to prints or special instructions. Use of all working equipment.

Beam Maker B $1.15

Assemble and erect all standard beams, etc. Standardized methods, broaching, drilling, filing, squaring, etc. Less intricate work. Work from prints. Use all working equipment.

Beam Maker C $1.00

Straightens beams, heat treating, balancing of weights, load and unload testing equipment, lathe turning of weights. Various minor jobs in assisting

Class "A" and Class "B" men. Sub-assemblies of beams.

Carpenter (Maintenance) A $1.35

Lay out work, fit, install and repair wood trim, floors, stairs, casing, office partitions, etc. Make and repair factory and office furniture. Operate woodworking machinery as required.

Carpenter (Maintenance) B $1.15

Lay out and build benches or assembling stands, tool and stock bins, shop partitions. Minor repairs to cabinets, floors, stairs, etc. Operate woodworking machinery as required.

Carpenter (Maintenance) C $1.00

Rough work. Cut lumber to dimensions and otherwise assist in making bins, containers or forms. Simple repair work.

Drill Press (Radial) A $1.35

Highly diversified. Drill, ream, tap, bore, etc. wide variety of large and expensive parts. Lay out work from drawings. Close tolerances. Difficult set-ups of parts or irregular shape, requiring extensive blocking and clamping. Determine feeds, speeds, tooling, operation sequence for exacting operations such as deep drilling or boring, holes at angles, etc.

Drill Press (Radial) B $1.15

Drill, ream, tap bore, etc. on a variety of ordinary work. Tolerances close, but not difficult to maintain or jig work to close dimensions. Set-ups may require blocking and aligning of parts. Determine speeds, feeds, tooling, operation sequence.

Drill Press (Radial) C $1.00

Repetitive types of drilling and reaming operations such as cored holes, clearance holes, flat work, etc. Liberal tolerances. Simple set-ups of work or use of fixtures. Speeds, feeds, tooling prescribed.

Drill Press (Sensitive) I $1.15

Drill, ream, tap bore, etc. to layout or using complicated jigs; close tolerances; set-ups may require blocking and aligning of parts. Determine speeds, feeds, tooling, operation sequence for unusual operations such as very small holes, deep drilling, boring to exacting requirements.

Drill Press (Sensitive) II $1.00

Drill, ream, tap, bore, etc. to layout or using ordinary jigs, fairly close tolerances. Set-ups require limited amount of blocking and aligning. Speeds, feed, tooling generally prescribed.

Electrician (Maintenance) AA $1.51

Lay out, install and maintain a wide variety of complete electrical equipment such as involved automatic controls, generating equipment, large switchboards. Establish secondary distribution centers, balanced loads, wire circuits, having a large number of units and connections. Diagnose and remedy any electrical trouble. Work from wiring diagrams and schematic drawings.

Electrician (Maintenance) A $1.35

Lay out, install and maintain a variety of ordinary electrical equipment such as motors, lighting circuits, starters. Wire fairly complicated circuits. Diagnose and remedy trouble on above equipment. Work from wiring diagrams, schematic drawings.

Electrician (Maintenance) B $1.15

Make minor adjustments, repairs or replacements to motors, controls, portable electrical tools. Periodic motor maintenance as to air gap, brushes, commutators, etc. Install lighting drop cords, small motors.

Electrician (Production) A $1.35

Lay out and install complicated wiring and control equipment of machines and apparatus. May involve high tension work. Work from wiring diagrams or schematic drawings.

Electrician (Production) B $1.15

Install and connect electrical equipment on machines and apparatus, such as motors, controllers for machine tools, ordinary wiring. May work from wiring diagrams and schematic drawings.

Fireman, Low Pressure $1.00

Tends boilers used for supplying steam heat in shops and offices of manufacturing plant, by hand shoveling coal into firebox, spreading fuel evenly and poke fire to obtain maximum heating value; occasionally reads meter to determine amount of water in boiler and heating system and turns valve handle to admit water as necessary. Shovels ashes from beneath firebox and removes them, usually in barrels or wheelbarrow. May perform maintenance duties as removing waste from building.

Grinder, Internal and External $1.35

Highly diversified. Wide variety of work having many shoulders, intricate recessing, many steps, tapers, etc. Very close tolerances. Select speeds, feeds, operation sequence. Select and dress wheels for exacting finish requirements and varying materials.

Grinder, Rough $1.00

Grind castings, remove burrs, finish welt seams, snag castings. Floor type or portable grinder.

Helper, Production $1.00

Assists various types of machine operators by performing specific or general duties; keeps operator supplied with material; performs routine machine operations, such as loading or unloading; cleans working area, machine and equipment.

Helper, Trades $1.00

Act as helper to tradesmen, such as millwrights, pipe-fitters, machinists, etc. Obtain tools and materials, position work, perform simple operations.

Inspector A $1.35

Complete inspection of all company products. Thorough knowledge of company products, orders, specifications and drawings of products. Plan inspection procedure, constructively criticise workmanship and design, decide on allowable variations to meet specified requirements, strict requirements for operation. Full responsibility, etc. Determine reason for defects. Keep records of all products shipped. Devise unusual gauging or measuring set-ups.

Inspector B $1.15

Final inspection of parts or assemblies of standard products. Fairly complicated final assemblies. Know application of product. Plan inspection procedure. Determine reason for defects. Responsible for decision of quality and finish. Keeps records relating to product inspected. Capable of making rough sketches of simple parts.

Inspector C $1.00

Detail inspection of parts or minor assemblies. Inspects detail parts to drawings. Recording dimension of various parts for permanent records. Listing of all electrical material on scale or product. Knowledge of dismantled product for packing. Assist in inspection of standard products. Tagging of scale parts. Various minor jobs.

Janitor $1.00

Sweep and clean offices, shop areas, washrooms, remove chips and refuse; scrub floors. Includes unloading coal cars.

Labor, Common $1.00

Move and handle materials, unload cars, dig trenches, shovel snow, miscellaneous work as directed.

Lathe, Engine A $1.35

Wide variety of parts. Very close tolerances. Difficult set-ups, and aligning of work. Select speeds, feeds, tooling, operation sequence for a considerable range of unusual and difficult operations. (Usually lathes under 30").

Lathe, Engine B $1.15

Turn, bore, face, etc. on a variety of ordinary work. Close tolerances; set-ups exacting but not usually difficult. Select speeds, feeds, tooling, operation sequence for a normal range of operations.

Lathe, Engine C $1.00

Repetitive work. Simple operations such as turn, face, ream. Fairly close tolerances. Set-ups simple or made by others. Speeds, feeds, tooling usually prescribed.

Lathe, Turret A (Hand Screw Machine) $1.35

Wide variety of complicated chuck or bar work having unusual shape or formed sections, several close stepped diameters or holes. Close tolerances. Difficult set-ups. Select speeds, feeds, tooling, operation sequence.

Lathe, Turret B (Hand Screw Machine) $1.15

Variety of work involving ordinary tool setting. Close tolerances. Set-ups exacting but not usually difficult. Select speeds, feeds, tooling, operation sequence.

Lathe, Turret C (Hand Screw Machine) $1.00

Repetitive work. Set-ups by others. Simple chucking or adjustment of collets. Speeds and feeds prescribed.

Layout Man A (Machine Shop) $1.35

Layout intricate castings and parts, requires the use of all tools and gauges; work from prints; responsible for accurate work and close tolerances.

Layout Man B (Machine Shop) $1.15

Layout a variety of ordinary machine parts, usually standardized products. Close tolerances and use of tools provided.

Layout Man A (Sheet Metal) $1.35

Draws and develops exact patterns and forms on sheet metal and structural iron according to designs specified on blueprints, using all necessary tools. Requires the use of all sheet metal working equipment. May weld and require layout without specifications or prints. Little or no supervision.

Layout Man B (Sheet Metal) $1.15

Layout from prints and templates. Requires the use of all sheet metal working equipment. Less intricate design. Mostly standard work from templates.

Machine Operator, Tool Room A $1.35

Plan and perform difficult machine operations on wide variety of tool and machine details. Specialized principally on one machine. Very close tolerances. Complicated set-ups. Determine speeds, feeds, tooling, operation sequence for work having exacting and unusual requirements, e.g., boring jig bodies, or master templates, machining openings or cavities on elaborate multiple dies; grinding, difficult sectional dies; multiple threat cutting; milling special elliptical gears, worms, etc.

Machine Operator, Tool Room B $1.15

Plan and perform ordinary machine operations on variety of tool and machine details. Specialized principally on one machine. Very close tolerances. Determine speeds, feeds, tooling, operation sequence for work of better than average difficulty, e.g., boring, stripper plates, and spotting templates; grind arbors, spindles, angle plates, turn collets, arbors, circular form cutters; mill die details, spiral cutters, box tools, etc. Set-ups exacting but not usually difficult.

Machine Operator, Tool Room C $1.00

Plan and perform machine operations on minor tool and machine details. Specialized principally on one machine. Close tolerances. Select speeds, feeds, tooling within a limited range. Determine operation sequence, e.g., grind mandrels, bushing, flat work such as vise jaws; turn spacing collars, counter-bores, reamers, cutting blanks; mill square and rectangular blaning punches, keys, stripper plates, etc.

Machinist A $1.35

Set up and operate various types of machines such as lathes, milling machines, boring mills, grinders, etc. and perform progressive machining operations for complicated apparatus or equipment with very close tolerances or unusual requirements. Fit and assemble where necessary. Highly diversified.

Machinist B $1.15

Set-up and operate various types of machines and perform progressive machining operations for apparatus or equipment with ordinary tolerances or requirements. Fit and assemble where necessary.

Machinist C $1.00

Set-up and operate a limited range of standard machines and perform progressive machining operations for apparatus or equipment where tolerances or requirements are liberal or where machine set-ups are relatively simple. Fit and assemble where necessary.

Mechanic, Maintenance AA $1.51

All around man who uses various machine and hand tools to produce replacement parts and new parts for mechanical equipment. Required to disassemble, fix and put in working order all machinery for industrial use. Lay

out work, makes dies and fixtures. Be able to locate and fix mechanical trouble.

Milling Machine A $1.35

Complicated and diversified work. Close tolerances. Difficult set-ups, including index head, vertical or circular attachment. Select speeds, feeds, tooling for a wide range of unusual and difficult work such as spiral cutting, bevel gears, castings of irregular shape or thin sections.

Milling Machine B $1.15

Diversified work. Close tolerances. Ordinary set-ups, including use of index head, vertical and circular attachments. Select speeds, feeds, tooling for a normal range of operations where several close dimensions must be maintained.

Milling Machine C $1.00

Repetitive work such as slotting, straddle and slab milling. Fairly liberal tolerances. Simple set-ups or use of fixtures. Speeds, feeds, cutters uaually prescribed.

Mason Mechanic $1.10
Packer I $1.15

Prepare heavy machines or very delicate apparatus for shipment, involving careful planning of non-standard containers requiring special braces and details. Build crates, boxes and skids to special order.

Packer II $1.00

Pack large parts or products in standard boxes, crates, or other containers; includes assembly of prepared crates around heavy apparatus. May make standard boxes.

Painter or Sprayer (Production) I $1.15

Mix paint, lacquer, enamel, etc. to specified color and consistency. Brush or spray products, involving an expert knowledge and experience in decorative spraying, shading, toning and matching colors.

Painter or Sprayer (Production) II $1.00

Ordinary brush or spray operations on large apparatus, cabinets, machine tools, motors, etc. Requires efficient use of lacquer and a fine finish.

Planer Operator A $1.35

Wide variety of large work. Close tolerances. Difficult set-ups requiring extensive blocking and aligning of irregular shaped parts. Select speeds, feeds, tooling, operation sequence involving a number of cuts to closely related dimensions.

Sheet Metal Worker B $1.15

Operate all sheet metal working equipment as listed in Class "A". Work not as difficult or diversified as in Class "A". Work from print, check work for errors. Requires more supervision.

Sheet Metal Worker C $1.00

Operate sheet metal working equipment, perform a variety of details. Assist Class "A" and Class "B" workers. Less difficult work. Standardized methods. Requires direct supervision.

Shop Clerk $1.00

Handle paper work in shop offices or for foremen, such as time-keeping, requisitioning materials, etc.

Storekeeper Assistant $1.35

Orders material by requisition, receives and checks incoming material. Keeps accurate records of all parts. Placing of materials according to specified orders. Handling of all repair orders. Issues parts orders for shop production; keeps and checks all records and parts received from shop production.

Stock Clerk B $1.15

Check and place in racks all parts received for stock. Assemble all stock items to specified orders. Issue parts orders to production departments for parts not in stock. Put out all factored materials to Erection department. Receiving materials.

Stock Clerk C $1.00

Receives all rough castings, stores them, delivers orders, blue prints and materials to respective departments. Assists in various minor jobs as putting material in racks, handling and delivery to specific departments.

Tool, Die or Gauge Maker A $1.35

Plan and construct wide variety of ordinary tools, dies, fixtures, gauges to very close tolerances. Or construct more complex units where design is available. Perform development work, lay out and perform difficult tool room machine operations, do skilled fitting, timing and adjusting, e.g., combination dies for parts or irregular contour, box type drill jigs with difficult locating or nesting features, ordinary index milling fixtures.

Tool, Die, or Gauge Maker B $1.15

Lay out, construct and repair a limited variety of ordinary tools, dies, fixtures, gauges to close tolerances. Involved development work, skilled fitting of parts, difficult tool room machine operations, e.g., ordinary single and combination perforating and blanking dies, single position milling fixtures, box or stand type drill jigs.

Tool, Die or Gauge Maker C $1.00

Construct or repair a variety of tools, dies, fixtures, gauges of simple design where standard work methods can be used. Rough out parts for higher class tool makers. Fit and assemble parts, perform ordinary tool room machine operations. Close tolerances, e.g., plate type drill or spotting jigs, vise jaws, tap holders, snap, plug or ring gauges, simple perforating or blanking dies for parts of simple contours.

Tool Keeper I $1.15

Maintain tool crib. Responsible for records of withdrawals of tools; maintain supplies. Must be familiar with ordinary machining tools and tool sharpening.

Tool Keeper II (Tool Crib Attendant) $1.00

Issues and receives tools, dies, jigs. Record issues through tags, checks, etc.

Truck Driver $1.15

Licensed operators, delivering and picking up freight and express locally.

Truck Operator $1.00

Operate gas or electric drive truck, moving material within plant.

COMPANY: Confidential

UNION: Machinists

LOCATION: South West

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: January 1948

WAGE REOPENING: At any time

Machine Shop and Tool-Room:

Working foreman	$1.66
Toolmaker	1.61
Set-up man	1.46
Journeyman machinist	1.41
Specialist	1.25
Lay-out man	1.25
Turret Lathe operator	1.20
Radial Drill operator	1.05
Tool-room attendant	1.05
Move-man	1.01
Drill press operator	.90

Sheet-Metal and Tin Shop:

Working foreman	$1.46
1st class lay-out man	1.41
2nd class lay-out man	1.30
Welder	1.30
1st class punch opr/die-setter	1.30
2nd class punch opr/die-setter	1.18
1st class mechanic	1.26
2nd class mechanic	1.10

Paint Shop:

Working foreman	$1.36
1st class painter	1.30
2nd class painter	1.10

General Classifications—all Departments:

Permanent clean-up man	$1.00
General helper	.95
Apprentice starting rate	.90
Shift differential	.05

COMPANY: Confidential (Tanks, Barrels, Pails)

UNION: Machinists

LOCATION: Pacific

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 10% on 2nd, 15% on 3rd shift

LABOR GRADE 1 - ----- PER HOUR

None

LABOR GRADE 2 - NO RATE

None

LABOR GRADE 3 - $1.75 PER HOUR

Lithograph Press Operator A	Pail
Special Tank Fabricator	Tank

LABOR GRADE 4 - NO RATE

None

LABOR GRADE 5 - $1.60 PER HOUR

Lithograph Press Operator B	Pail
Large Tank Fabricator	Tank

LABOR GRADE 6 - $1.48 PER HOUR

Die Setter	Pail
Carbon Welder	Tank
Paint Man	Miscellaneous
Skimmer	Galvanizing
Die Setter	Barrel

LABOR GRADE 7 - $1.38 PER HOUR

Large Tank Fabricator Helper	Tank
Sal Man	Galvanizing
Skimmer's Helper	Galvanizing
Pickler	Galvanizing
Large Drew Press Operator	Barrel
Production Painter (Heater)	Heater
Senior Inspector	Inspection
Lift Truck Operator	Stores
Shipping Clerk	Shipping
Large Tank Fabricator Helper	Tank
Production Painter	Barrel

LABOR GRADE 8 - $1.30 PER HOUR

Oiler	Maintenance
Roller Coater Operator	Pail
Sub-Arc Welding Machine Operator	Tank
Tank Pre-Fabricator	Tank
Oakite Wash & Toe in Operator	Tank
Dispatcher	Miscellaneous
Flash Welder Operator	Barrel
Patcher	Barrel
Double Seamer Operator	Barrel
Salvage Operator	Heater
Junior Inspector	Inspection
Stores Clerk	Stores
Double Seamer Operator	Asphalt

LABOR GRADE 9 - $1.25 PER HOUR

Trades Helper	Maintenance
Trash Disposal Man	Maintenance
Shear & Slitter Operator	Pail
Seam Welding Machine Operator	Pail
Double Seamer Operator	Pail

LABOR GRADE 9 - $1.25 PER HOUR

Carloader	Pail
Press Operator "A"	Pail
Rolls Operator	Tank
Tap Operator	Tank
Paint Mixer	Miscellaneous
Pickler's Helper	Galvanizing
Shakeout Man	Galvanizing
Stripper Operator	Barrel
Horn Press Operator	Barrel
Curl Press Operator	Barrel
Swedger Operator (I-Bars)	Barrel
Carloader	Barrel
Press Operator A	Barrel
Calibrator	Barrel
Jacket Fabricator	Heater
Oakite Wash Operator	Heater
Tank Assembler	Heater
Salvage Operator	Stores
Scrap Bailer	Stores
Shear Operator	Stores
Loader	Shipping
Transfer Clerk	Shipping
Production Painter	Asphalt
Press Operator A	Press
Oven Puller	Pail
Insulator	Heater

LABOR GRADE 10 - $1.21 PER HOUR

Lithograph Press Feeder	Pail
Grinder	Pail
Rolls & Spot Welding Machine Operator	Pail
Curl & Burr Operator	Pail
Tester	Pail
Production Painter	Pail
Car Blocker	Pail
Slitter Operator (Covers)	Pail
Latex Machine Operator	Pail
Horn Press Operator	Pail
Patcher	Pail
Press Operator B	Pail
Rolls Helper	Tank
Sub-Arc Welding Machine Helper	Tank
Spud Press Operator	Tank
Circle Shear Operator	Tank
Flange Operator	Tank
Drill Press Operator	Tank
Tester	Tank
Stenciler	Tank
Head Up Man	Tank
Large Drew Press Operator's Helper	Barrel
Burr & Corrugator Operator	Barrel
Tester	Barrel
Double Seamer Operator's Helper	Barrel
Striping Machine Operator	Barrel
Chime Ring Maker (Welder, Stripper Expander or Curler	Barrel
I-Bar Maker (Rolls, Cutter or Welder)	Barrel
Press Operator B	Barrel
Heul Heads & Bottoms (To Double Seam)	Barrel
Jacket Fabricator Helper	Heater
Electric Parts Assembler	Heater
Assembler (Final)	Heater
Parts Clerk	Stores
Loader Helper	Shipping
Gordon Seamer Operator	Asphalt
Carloader	Asphalt
Press Operator B	Press
Double Seamer Operator	Carbide
Production Painter	Carbide
Carloader	Carbide
Press Operator B	Carbide
Hydrostatic Tester	Heater
Crater	Heater

LABOR GRADE 11A - $1.17 PER HOUR

Swedger Operator	Pail
Riveter	Pail
Bail Maker	Pail
Press Operator C	Pail
Rolls Operator	Barrel
Swedger Operator	Barrel
Chime Rings Roller Operator	Barrel
Press Operator C	Barrel
Assembler (Accessories)	Heater
Form & Notch Operator	Asphalt
Burr & Corrugator Operator	Asphalt
Notch or Rolls Operator	Carbide
Side Seam Operator	Carbide
Burr or Corrugator Operator	Carbide
Striping Machine Operator	Carbide
Spot Welder	Carbide
Press Operator C	Carbide
Press Operator C	Press

LABOR GRADE 11B - $1.13 PER HOUR

Loader	Pail
Parts Installer	Pail
Wiper	Pail
Lacquer Applier	Pail
Wrapper	Pail
Press Operator's Helper	Pail
Extra Man	Pail
Extra Man	Tank
Extra Man	Miscellaneous
Extra Man	Galvanizing
Head Up Man	Barrel
Wiper	Barrel
Parts Installer	Barrel
Chime Rings Curler Helper	Barrel
I-Bar Chipper	Barrel
Extra Man	Barrel
Production Painter Helper	Heater
Extra Man	Heater
Head Up Man	Asphalt
Press Operator's Helper	Carbide

RATES NOT CLASSIFIED BY LABOR GRADES

Electric Welder	Tank
First Month	$1.51 PER HOUR
Next Four Months	1.56 PER HOUR
Sixth Month	1.61 PER HOUR
Seventh Month & Thereafter	1.64 PER HOUR
Electric Patch Welder	Tank
While Patch Welding	$1.70 PER HOUR
Working Supervisor	10% above the highest rate of any employee regularly supervised.

EXHIBIT A

Tool & Die Maker	$2.01 PER HOUR
Maintenance Machinist	1.76 PER HOUR
Maintenance Man A	1.76 PER HOUR
Machinist	1.63 PER HOUR
Maintenance Man B	1.63 PER HOUR
Maintenance Man C	1.51 PER HOUR
Maintenance Utility	1.51 PER HOUR

INDUSTRIAL MACHINERY

COMPANY: Butler Mfg. Co.

UNION: Steelworkers--CIO

LOCATION: Kansas City, Mo.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

JOB CODE KEY

JOB TITLE	CLASSES			RATES		
Acetylene Cutting Operator	3	2	1	1.18½	1.23½	1.28½
Assembler, General	3	2	1	1.13½	1.23½	1.28½
Assembler, Pipe	3	2	1	1.13½	1.23½	1.28½
Automotive Equipment Worker		2	1		1.23½	1.28½
Bumping Hammer Operator		2	1		1.38½	1.48½
Carloader and Checker			1			1.23½
Carpenter, Maintenance		2	1		1.28½	1.33½
Checker			1			1.13½
Cleaners Equipment Assembler		2	1		1.13½	1.23½
Crane Operator, Overhead		T	1		1.18½	1.28½
Crane Operator, Portable			1			1.18½
Die Setter		2	1		1.23½	1.33½
Drill Press Operator	3	2	1	1.13½	1.23½	1.28½
Electrician	3	2	1	1.18½	1.33½	1.43½
Electrician, Production		T	1		1.23½	1.28½
Filer and Chipper			1			1.08½
Fireman			1			1.18½
Galvanized Tank Assembler		2	1		1.13½	1.23½
Hack Saw Operator			1			1.13½
Helper, Gage and Pin			1			1.13½
Helper, General			1			1.08½
Inspector	3	2	1	1.18½	1.28½	1.33½
Janitor and Cleanup Man			1			1.03½
Layout Man		2	1		1.48½	1.58½
Letter Man			1			1.68½
Machine Operator	3	2	1	1.13½	1.23½	1.28½
Machine Tool Operator	3	2	1	1.18½	1.28½	1.38½
Machinist		2	1		1.48½	1.53½
Maintenance Man	3	2	1	1.18½	1.28½	1.38½
Material Handler			1			1.03½
Metal Finisher	3	2	1	1.13½	1.23½	1.28½
Nailer			1			1.08½
Packer and Bundler			1			1.08½
Painter	3	2	1	1.13½	1.23½	1.28½
Receiving Clerk			1			1.28½
Specialty Assembler		2	1		1.13½	1.23½
Sandblaster			1			1.23½
Sheet Metal Worker			1			1.33½
Shipping Clerk			1			1.28½
Solderer		2	1		1.13½	1.23½
Storeroom Clerk			1			1.28½
Tester		2	1		1.23½	1.28½
Tester, Liquid			1			1.18½
Threading Machine Operator		2	1		1.13½	1.28½

Tool and Die Maker			2	1			1.63½	1.68½
Tool Crib Clerk				1				1.13½
Tool Crib Repair Man				1				1.28½
Truck and Tractor Driver			2	1			1.13½	1.18½
Welder	T	3	2	1	1.13½	1.18½	1.28½	1.38½
Woodworker		3	2	1		1.13½	1.23½	1.28½

New employees, defined as employees who have not had six (6) months' experience in our plant or in competitive industry in greater Kansas City within two years prior to their date of employment, may be paid five (5) cents per hour less than the above schedule for sixty (60) days. If such an employee has had six months' experience in competitive industry in greater Kansas City within two years prior to his date of employment, and if that experience has been on the same type of work for which he is being employed, then he may be paid five (5) cents per hour less than the above schedule for thirty (30) days.

COMPANY: Barber-Greene Co.

UNION: Machinists

LOCATION: Aurora, Ill.

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 7¢ on 2nd and 3rd shift

Grade 8	$1.50-$1.65
Pattern Maker A	
Tool and Die Maker A	

Grade 7	$1.40-$1.50
Building Maintenance A	
Drop Forge A	
Electrical Maintenance A	
Heat Treater A	
Machine Tool Maintenance A	
Pattern Maker B	
Template Maker A	
Tool and Die Maker B	

Grade 6	$1.30-$1.40
Assembler A	
Blacksmith A	
Boring Mill	
Building Maintenance B	
Bulldozer A	
Burner A	
Drop Forger B	
Dispatcher A	
Electrician Maintenance B	
Electrician Production A	
Engine Lathe A	
Gas Engine Mechanic A	
Heat Treater B	
Inspector A	
Machine Tool Maintenance B	
Milling Machine A	
Pattern Maker C	
Planer	
Precision Grinder Operator	
Template Maker B	
Tool Grinder A	
Turret Lathe A	
Welder A	
Welding Set Up Man A	

Grade 5	$1.22-$1.30
Assembler B	
Babbitter A	
Blacksmith B	
Bulldozer B	
Burner B	
Dispatcher B	
Electrician Production B	
Engine Lathe B	
Forming Press A	
Gas Engine Mechanic B	
Gear Hobber and Shaper	
Inspector B	
Machine Tester A	
Milling Machine B	
Painter, Spray A	
Press Brake A	

Radial Drill A
Receiving Clerk A
Rivet Driver
Shipping Clerk A
Structural Assembler A
Template Maker C
Tool Grinder B
Turret Lathe B
Welder B
Welding Set Up Man B

Grade 4	$1.14-$1.22

Assembler C
Bob Punch A
Broach and Keyseater
Crane A
Forming Press B
Fireman
Fixed Boring Bar
Inspector, Castings
Keyseat Miller Operator
Machine Tester B
Machine Tool Maintenance Helper
Outside Stock Handler
Painter, Dip
Painter, Spray B
Power Hack Saw A
Press Brake B
Punch Press
Radial Drill B
Receiving Clerk B
Rivet Bucker
Rivet Heater
Rotary Shear
Sand Blaster
Shear A
Shipping Clerk B
Shop Trucker A
Structural Assembler B
Template Stock Clerk
Tool Crib Attendant A
Turret Lathe C
Welder C
Weld, and Jig Stock Clerk

Grade 3	$1.06-$1.14

Acid Dip
Babbitter B
Bob Punch B
Bolt Threader
Carrier Roll Operator
Cleaner and Processor A
Crane B
Drill Press A
Heat Treater Helper
High Speed Riveter
Inspector, Gage
Order Filler
Outside General Helper
Power Hack Saw B
Roll Operator
Shaft Straightener
Shear B
Shop Trucker B
Tool Crib Attendant B
Truck Driver
Yard Shipping Helper

Grade 2	$.98-$1.06

Cleaner and Processor B
Clerk—Shop A
Drill Press B
General Helper
Cut Off Machine Operator
Rough Grinder A
Weld Cleaner A
Wrapper A

Grade 1	$.90-$.98

Clerk—Shop B
Janitor
Rough Grinder B
Watchman (or Guard)
Weld Cleaner B
Wrapper B

14. Employees Hired On Trial. A new employee being hired for a job classified as labor grade five or above, on which he is experienced, may be hired at 10c per hour below the minimum for the classification as a trial, and after thirty days, he will be increased to the minimum if he meets the requirements of the job.

15. Learner Program. A learner hired and placed on an operation classified labor grade five or six may be hired at 95c per hour. If he has not shown an aptitude for that operation after ninety days, he will be released or transferred to a less skilled operation or to unskilled labor and the rate changed accordingly. If he is retained on the operation after ninety days, his rate will be increased to $1.05 and then at least 5c every ninety days until the minimum is reached for the classification.

16. A learner hired and placed on an operation classified below labor grade five and above labor grade one, may be hired at 90c per hour and his rate will be increased to 95c per hour after ninety days and further increased at least 5c every ninety days until the minimum is reached for the classification.

17. An employee being up-graded from one classification to another may stay at his old rate for ninety days in the new classification and then be increased at least 5c every ninety days until the minimum is reached for the classification, assuming that his rate is not below that of a learner on that operation at the start and after ninety days.

18. Merit Increases. When an employee has reached the minimum rate of his job classification, merit increases within the rate range of the job may be granted, based upon his job performance as indicated by quality, quantity, versatility and ability to proceed with job and meet standard requirements. Consideration will also be given the employee's personal approach to his job as indicated by his dependability, cooperation with others, and willingness to perform work assigned.

COMPANY: Food Machinery Corp., Peerless Pump Div.
UNION: Mine, Mill and Smelter Workers--CIO
LOCATION: Los Angeles, Calif.
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: June 1947
WAGE REOPENING: May 1948
Shift Bonus: 10% on night shift

JOB GROUP	HOURLY RATES
I	$1.05
II	1.12
III	1.20
IV	1.28
V	1.36
VI	1.44
VII	1.52
VIII	1.59
IX	1.67
X	1.75

TITLE	EVALUATION	LABOR GRADE	RATE
Assembler, 1/c	503	7	$1.52
Assembler, 2/c	424	5	1.36
Assembler, 3/c	308	3	1.20
Automatic Turret Lathe Operator, 1/c	443	6	1.44
Automatic Turret Lathe Operator, 2/c	363	4	1.28
Boring Mill Operator, 1/c	566	8	1.59
Boring Mill Operator, 2/c	462	6	1.44
Boring Mill Operator, 3/c	376	4	1.28
Casting Cleaner	239	2	1.12
Checker	372	4	1.28
Crater	324	3	1.20
Drill Press Operator, 1/c	499	7	1.52
Drill Press Operator, 2/c	379	5	1.36
Drill Press Operator, 3/c	275	2	1.12
Engine Lathe Operator, 1/c	538	8	1.59
Engine Lathe Operator, 2/c	449	6	1.44
Engine Lathe Operator, 3/c	412	5	1.36
Engine Lathe Operator, 4/c	377	4	1.28
Experimental Machinist, 1/c	588	9	1.67
Experimental Machinist, 2/c	432	6	1.44
Expert Checker	422	5	1.36
Filer and Burrer	201	1	1.05
Grinder, 1/c	542	8	1.59
Grinder, 2/c	434	6	1.44
Grinder, 3/c	361	4	1.28
Guard	267	2	1.12
Helper	219	1	1.05
Impeller Filer	297	3	$1.20
Inspector, Bench Precision	414	5	1.36
Inspector, Machine Parts	589	9	1.67
Janitor	196	1	1.05
Journeyman Machinist	610	9	1.67
Machine Set-Up Man, 1/c	610	9	1.67
Machine Set-Up Man, 2/c	500	7	1.52
Maintenance Carpenter, 1/c	494	7	1.52
Maintenance Carpenter, 2/c	391	5	1.36
Maintenance Electrician, 1/c	655	10	1.75
Maintenance Electrician, 2/c	507	7	1.52
Maintenance Mechanic, 1/c	600	9	1.67
Maintenance Mechanic, 2/c	530	7	1.52
Maintenance Mechanic, 3/c	335	5	1.36
Material Mover	242	2	1.12
Millman	404	5	1.36
Milling Machine Operator, 1/c	548	8	1.59
Milling Machine Operator, 2/c	451	6	1.44
Milling Machine Operator, 3/c	376	4	1.28
Oiler	306	3	1.20
Painter, 1/c	472	6	1.44
Painter, 2/c	399	5	1.36
Pipe Machine Operator, 1/c	458	6	1.44
Pipe Machine Operator, 2/c	350	4	1.28
Production Operator, 1/c	348	4	1.28
Production Operator, 2/c	285	3	1.20
Production Painter, 1/c	413	5	1.36
Production Painter, 2/c	309	3	1.20
Saw Operator	363	4	1.28
Stockroom Clerk, 1/c	373	4	1.28
Stockroom Clerk, 2/c	292	3	1.20
Test Assembler and Installer	379	5	$1.36
Tool Crib Attendant, 1/c	380	5	1.36
Tool Crib Attendant, 2/c	330	4	1.28
Tool and Cutter Grinder	540	8	1.59
Tool Room Machinist, 1/c	656	10	1.75
Tool Room Machinist, 2/c	533	8	1.59

Truck Driver	370	4	1.28
Truck Lift Operator	349	4	1.28
Turret Lathe Operator, 1/c	538	8	1.59
Turret Lathe Operator, 2/c	452	6	1.44
Turret Lathe Operator, 3/c	412	5	1.36
Turret Lathe Operator, 4/c	377	4	1.28
Welder, 1/c	554	8	1.59
Welder, 2/c	463	6	1.44

COMPANY: Confidential

UNION: Construction Workers, Mine Workers

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ for work between 5 p.m. and 5 a.m.

WHEEL MACHINING

Plain Bearing

1-3/4" and smaller bore	.178
2" to 2-1/2" bore	.213
2-3/4" bore	.221
3" bore	.225
End thrust, add	.023
Face front hub, add	.062
Hub longer than 7-1/4"	
2" to 2-1/2" bore, add	.013
2-3/4" and 3" bore, add	.023

Timken Bearing

Wheel dia.	12"	14"-16"	18"
First Operation	.175	.195	.210
Second Operation	.155	.169	.184
Drill 2 H.C.Holes	.039	.041	.043
D&T for grease plug, 3/4" and smaller			
one short hole	.053	.059	.062
extra holes, ea.	.029	.029	.029
1"PT, add per hole	.029	.029	.029
long hole, add per h.	.013	.013	.013
For plate hub cap type, add to second operation		.062	

MOULDING

Wheel Rates	Spoke and Web Type	Single Web with Gaggers
10" and 12" - 18" flask	.284	.308
14" and 16" - 22" flask	.308	.376
18" - 24" flask	.337	.422
20" - 24" flask	.383	
20" - 30" flask	.803	
24" - 30" flask	.803	
10" to 12" chilled wheel on moulding machine	.238	

Brake Shoes, per shoe	
18" flask	.225
22" flask	.238
22" flask, ring	.251
24" flask	.251
Setting chillers, per chiller	.006

Moulding Machine Rates, per board

15" x 15" and 13" x 18"	
Hub Caps and filler blocks	.154
Standard boxings and shoes	.172
Bell mouth boxings	.192

13" x 21"	
Flat castings, no cores	.172
Flat castings with cores	.185
Standard boxings and shoes	.192
Bell mouth boxings	.200
Name Plate 12 x 24 flask	.211
Boxing C-1516 with extension	.204

Miscellaneous Moulding Rates

9160 Gear	.99	3070 Sheave	.24
9161 Gear	.69	8463 Sheave	.46
4473 Gear	1.19	852 Sheave	3.10
4474 Gear	1.23	3121 Sheave	.79
4221 Gear	1.12	4276 C. D. Gear	.60
4275 Gear	.59	9953 Gear	1.23

4276	Gear	.59
4277	Gear	.59
4286	Rope Drum	.66
9009	Side Frame	3.12
9010	Side Frame	3.12
9096	Side Frame	1.19
9097	Side Frame	1.19
9157	Side Frame	.99
9158	Side Frame	.99
4987	Motor Base	.40
9086	Motor Base	.40
8707	Blower Case	2.44
8400	Switch Box Cover	.46
8682	Switch Box Cover	.46
8705	Switch Box Cover	.46
3064	Retarder Weight	2.21
9819	Gear	.53
9820	Gear	.53
4219	Gear	1.23
880	Gear	.79
9435	Gear	.55
4295	Gear	.24
4285	Rope Drum	.24
900	B. B. Drum	.18
9587	Rope Drum	4.60
3235	Sheave	.79
9434	Gear	.55
4954	Int. Gear	.66
2062	Strainer Body (on Milwaukee)	.24
9435	Gear	.55
	Std 14" chill in std. flask	.45
860	Sheave	4.55

Brake Shoe Chillers
15 x 15 flask

Small	1 Nail	Ea.	64 = 64	.211
Medium	2 Nails	Ea.	32 = 64	.211
Large	2 Nails	Ea.	24 = 48	.211

CLEANING CASTINGS

Under 8#	.343 per CWT. good castings
Wheels over 150#	.198 per CWT. good castings
Other Castings	.277 per CWT. good castings

UNLOADING MATERIALS

Dry Core Sand	per net ton	.49
Pig Iron	per gross ton	.28
Coke	per car	18.48

Piece workers shall be guaranteed their basic hourly rate on all piece work.

COMPANY: Confidential (Power Plant Equipment)
UNION: Electrical Workers--CIO
LOCATION: Middle Atlantic
SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 86½¢ for trainees, office matrons, janitresses; 91½¢ for shop clerks; 96½¢ for all other hourly production and maintenance employees. Increase of 5¢ each 60 days after hiring until min. rate for classification reached.

Shift Bonus: 7½¢ on 2nd and 3rd shift

COMPANY: Confidential

UNION: Electrical Workers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 5¢ below grade min. for first 30 days

Shift Bonus: 12% on night shift

Note: An additional 30¢ per hr. is paid each incentive worker listed in the following schedule.

Classification	Rate Min.	Rate Max.
Inspector (Patterns) Inspector (Tool Room)	$1.85	$1.95
Die & Gauge Maker--A Pattern Maker (Wood & Metal)--A Welder (Arc or Gas) (Tool Room)--A	1.75	1.85
Heat Treater (Tool Room) Tool, Die or Gauge Maker--A	1.65	1.75
Machinist (Maintenance)--A	1.60	1.70
Inspector (Sub Erection) Screw Machine (Auto)--A Winder (Coil)	1.55	1.65
Blacksmith Elevator Mechanic--A Machine Operator (Tool Room)--A Machinist (Maintenance)--B Tool, Die or Gauge Maker--B Tool Grinder--A	1.50	1.60
Electrician (Maintenance)--A Engineer (Power Plant) Inspector (Parts)--AA Pattern Maker (Metal)--B Pattern Maker (Wood)--B Sheet Metal Worker--A Welder (Arc or Gas)--A	1.45	1.55
Cabinet Maker (Maintenance)--A Cutter Grinder--A Inspector (Parts)--A Machine Operator (Tool Room)--B Mason & Bricklayer Millwright--A Plumber Steamfitter Tool, Die or Gauge Maker--C	1.40	1.50
Carpenter (Maintenance)--A Screw Machine (Auto)--B Sheet Metal Worker--B Tool Grinder--B	$1.35	$1.45
Cook Electrician (Maintenance)--B Elevator Mechanic--B Expediter--A Gear Cutter Operator--A Hardener (Production) Layout Man Machinist (Maintenance)--C Painter (Maintenance)--A Timekeeper Reviewer Truck Driver--A	1.30	1.40
Belt Man Inspector (Parts)--B Machine Operator (Tool Room)--C Millwright--B Welder (Arc or Gas)--B	1.25	1.35
Cutter Grinder--B Fireman (Boiler Room) Gear Cutter Operator--B Painter (Maintenance)--B Screw Machine (Auto)--C	1.20	1.30

Timekeeper--A		
Tool Crib Attendant--A		
Sawyer	1.15	1.25
Truck Driver--B		
Clerk (Receiving & Order)	1.10	1.20
Dismantler		
Expediter--B		
Helper (Trades)		
Inspector (Parts)--C		
Clerk (Shipping)--A	1.05	1.15
Cut-off Saw Operator--A		
Helper (Auto)		
Packer--A		
Shop Clerk--A		
Stock Selector--A		
Tool Crib Attendant--B		
Truck Operator		
Cook (Assistant)	$1.00	$1.10
Helper (General		
Packer--B		
Timekeeper--B		
Auto Washer	.95	1.05
Clerk (Shipping)--B		
Counterman		
Cut-off Saw Operator--B		
Elevator Operator		
Porter		
Shop Clerk--B		
Stock Selector--B		
Cafeteria Worker	.95	1.00
Cleaner		
Matron		
Packer--C		
Waitress		

Assembler (F.E.)	$ .80
Bench Hand--A	1.04
--B	.93
--C	.80
Boring Mill Operator--A	1.09
Broaching Machine Operator	.93
Chipper & Filer	.93
Drill Press Operator--A	.93
--B	.80
Drill Press (Radial) Operator--A	1.04
Grinder Operator (Centerless External, Internal, Surface)--A	1.04
--B	.93
Grinder Operator (Rough)	.93
Lathe Operator (Engine, Bench & Turret)--A	1.04
--B	.93
--C	.80
Milling Machine Operator (Sp. Heavy)--A	1.09
(Heavy)--A	1.09
(Medium)--A	1.04
--B	.93
--C	.80
Painter (Production)--A	.93
--B	.80
Punch Press Operator--A	.93
--B	.80
Thread Mill Operator--A	1.04
--B	.93
Utility Machine Operator	.75 .81

LEARNERS (Inspection)

Learner--A	1.05
--B	1.00
--C	.95
--D	.90

COMPANY: Saco-Lowell Shops (Textile Machinery)
UNION: Textile Workers--CIO

LOCATION: Biddeford, Saco, and Portland Me.
SIZE OF COMMUNITY: --
EFFECTIVE DATE: August 1947
WAGE REOPENING: January 1948

Hiring Rate: 91¢ min. for all hourly-paid employees; $30.60 min. hiring rate for salaried employees, $33.68 min. after 8 wks.

Shift Bonus: 10¢ for all hours between 9 p.m. and 6 a.m.; 10¢ for all hours on any shift which starts before 4 a.m.

COMPANY: Confidential (Tanks)

UNION: Gas, Coke and Chemical Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

Classifications

Maintenance Men	$ 1.22 to $ 1.52
Furnacemen	1.27 to 1.47
Furnace Helpers	1.07 to 1.27
Sandblasters	1.12 to 1.42
Sprayers	1.22 to 1.47
Sprayers' Helpers	1.02 to 1.22
Pluggers	1.17 to 1.32
Sledgemen	1.12 to 1.32
Stockroom: Chief Stockkeeper	1.22 to 1.37
Stockman	1.02 to 1.32
Cranemen	1.12 to 1.37
Machinists	1.37 to 1.57
Machine Operators	1.12 to 1.37
Grinders and Polishers	1.17 to 1.47
Grinders, Rough	1.02 to 1.27
Assemblers	1.17 to 1.47
Welders, Combination	1.32 to 1.57
Welders, Gas	1.27 to 1.47
Welders, Arc	1.22 to 1.47
Welders' Helpers	1.07 to 1.32
Burners	1.12 to 1.32
General Labor	.97 to 1.12
Painters	1.12 to 1.32
Layout Men	1.32 to 1.62

Layout Helper	1.02	to	1.27
Crating and Utility	1.02	to	1.27
Sweepers	.97	to	1.12
Yard Stockman	1.12	to	1.37

COMPANY: Confidential

UNION: Auto Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: At any time

Shift Bonus: 10¢ on night shift

Classification	Min.	Max.
Assembler—1st Class	$1.41	$1.55
Assembler—2nd Class	1.35	1.48
Assembler—3rd Class	1.21	1.32
Assembler—Control Buttons	1.21	1.32
Bor. Mach. Op.—Horiz.—1st Class	1.48	1.63
Bor. Mach. Op.—Horiz.—2nd Class	1.35	1.48
Bor. Mach. Op.—Horiz.—3rd Class	1.28	1.40
Bor. Mach. Op.—Vert.	1.41	1.55
Centering Mach. Oper.	1.21	1.32
Chip Wheeler	1.08	1.17
Crane Operator	1.28	1.40
Department Helpers	1.15	1.25
Draw Cut Shaper Operator	1.41	1.55
Drill Press Operator—Radial	1.35	1.48
Drill Press Operator—Radial & Single Spindle	1.28	1.40
Engineer—Power Plant	1.41	1.55
Electrician—1st Class—Maintenance & Production	1.61	1.78
Electrician—2nd Class—Maintenance & Production	1.48	1.63
Electrician Helper	1.21	1.32
Elevator Operator	1.03	1.17
Erection Engineer	1.48	1.63
Fireman—1st Class	1.28	1.40
Gas Cutter—Hand or Machine	1.35	1.48
Gear Shaper Operator	1.35	1.48
Gear Cutter Operator	1.35	1.48
Grinder –1st Class—Tools, Internal, External, Surface & Carboloy	1.41	1.55
Guards & Watchmen	1.08	1.17
Hammerdriver	1.21	1.32
Hammersmith—1st Class	1.48	1.63
Hammersmith Helper	1.21	1.32
Heat Treater—1st Class	1.48	1.63
Inspector—Process—1st. Class	1.48	1.63
Inspector—Process—2nd Class	1.21	1.32
Janitor—Sweeper	1.08	1.17
Jig Borer Operator	1.61	1.78
Keyseater Operator	1.21	1.32
Laborer	1.15	1.25
Lathe Oper.—Automatic Turret	1.28	1.40
Lathe Oper.—Engine—Brass	1.21	1.32
Lathe Oper.—Engine—1st Class	1.41	1.55
Lathe Oper.—Large Cranks	1.48	1.63
Lathe Oper.—Eng.—Large, Medium & Small Work	1.35	1.48
Lathe Oper.—Engine—3rd Class	1.28	1.40
Lathe Oper.—Turret—1st Class	1.41	1.55
Lathe Oper.—Turret—2nd Class	1.21	1.32
Layout Man—Machining—1st Class	1.48	1.63
Layout Man—Machining—2nd Class	1.35	1.48
Machine Operator—Cut Off Saw & Drills	1.15	1.25
Maintenance Man	1.41	1.55
Maintenance Painter	1.35	1.48
Machine Repairman	1.48	1.63
Material Handler	1.15	1.25
Milling Machine Oper.—Automatic	1.28	1.40
Milling Machine Oper.—Horiz. & Vert.—1st Class	1.41	1.55
Milling Machine Oper.—Horiz.—Spec. Tool & Die Work	1.48	1.63
Milling Machine Oper.—Planer Type	1.54	1.70
Millwrights	1.41	1.55
Mule Driver	1.31	
Oilers	1.21	1.32
Packers	1.28	1.40
Painter—Brush	1.21	1.32
Planer Operator—Large	1.48	1.63
Planer Operator—Small	1.35	1.48
Plumbers	1.41	1.55
Sand Blast Operator	1.21	1.32
Saw Operator	1.21	1.32
Screw Machine Operator—Hand	1.35	1.48
Set-Up Man—Production	1.28	1.40
Shaper Operator	1.35	1.48
Sheet Metal Worker	1.35	1.48
Slotter Operator—Large	1.41	1.55
Slotter Operator—Small	1.15	1.25
Stock Chaser	1.41	1.55
Stock Selector	1.21	1.32
Thread Mill Operator	1.35	1.48
Tool Crib Attendant—1st Class	1.21	1.32
Tool Crib Attendant—2nd Class	1.03	1.17
Tool Maker—1st Class	1.61	1.78
Truck Driver—Outside	1.28	1.40
Welder—Acetylene or Arc—1st Class	1.48	1.63
Welder—Acetylene or Arc—2nd Class	1.35	1.48

COMPANY: Confidential (Hydraulic Turbines)
UNION: Machinists

LOCATION: Middle Atlantic
SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: August 1947
WAGE REOPENING: If BLS cost-of-living index changes 7 percent from August 1947 level

Shift Bonus: 10¢ on 2nd, 20¢ on 3rd shift; 10¢ for firemen on 2nd and 3rd shift

Classification	Minimum Rate Per Hour
Assistant Foremen and Working Foremen	$ 1.63
Inspectors (after 90-day probationary period)	1.51
*Layers-out (Plate Steel Department)	1.57
Machinists	1.43
Boilermakers	1.43
Electricians	1.43
Plumbers	1.29
Blacksmiths	1.37
Machine Operators	1.23
Painters	1.17
Crane Operators	1.19
Riggers (50 to 150 ton)	1.26
Riggers (Less than 50 ton)	1.19
Gas Cutters	1.26
Assemblers	1.23
Stockkeepers	1.09
Chippers	1.22
Stationary Firemen	1.13
Helpers	1.02
Boxing, Packing and Loading	1.02
Welders	1.43
Welders Learners	
1 to 60 days	.93
60 days through 1,000 hours	.99
On completion of 1,000 hours and passing special apprentice tests - 1,001 to 2,000 hours	1.06
On completion of 2,000 hours and passing regular qualification tests including vertical samples, 2,001 to 2,500 hours	$ 1.21
After 2,500 hours	1.43
Common Labor	.93
Watchmen	1.02
Erector	$ 2.09
Junior Erector (2,000 to 4,000 hours)	1.90
Junior Erector (1 to 2,000 hours)	1.71

(C) APPRENTICE RATES

1 to 1,000 hours	45% of Journeyman's Rate
1,000 to 2,000 hours	50% " " "
2,000 to 3,000 hours	55% " " "
3,000 to 4,000 hours	60% " " "
4,000 to 5,000 hours	65% " " "
5,000 to 6,000 hours	70% " " "
6,000 to 7,000 hours	80% " " "
7,000 to 8,000 hours	90% " " "
Completion of 8,000 hours	100% " " "

COMPANY: Confidential (Hydraulic Turbines)
UNION: Office Employees--AFL
LOCATION: Middle Atlantic
SIZE OF COMMUNITY: 25-100,000
EFFECTIVE DATE: August 1947
WAGE REOPENING: None specified; 1-yr. agmt.

CLASSIFICATION	MINIMUM	MIDPOINT	MAXIMUM
Typist #2	$27.00	$31.00	$35.00
Production Service Clerk	27.50	31.75	36.00
Route Sheet Clerk	30.50	35.25	40.00
Shop Time Clerk	32.00	36.75	41.50
Stenographer #2	32.50	37.25	42.00
Dispatcher	45.50	52.50	59.50
Traffic Clerk	46.50	53.50	60.50
Junior Operation Planner	50.00	57.25	64.50
Production Department Leader	55.50	63.75	72.00
Tool Designer	58.00	66.75	75.50
Operation Planner	58.00	66.75	75.50

COMPANY: Harris Machinery Co.
UNION: Electrical Workers--CIO
LOCATION: Minneapolis, Minn.
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Rates:
Maintenance Machinists, Class A - - - - - - - $1.325-$1.525
Maintenance Machinists, Class B - - - - - - - $1.105-$1.265
Maintenance Men, Class A - - - - - - - $1.255-$1.415
Helpers-First 60 days $ .965
Helpers-After 60 days $1.065

COMPANY: Confidential (Rolling Mill Equipment)
UNION: Machinists
LOCATION: Middle Atlantic
SIZE OF COMMUNITY: 25-100,000
EFFECTIVE DATE: June 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: $1.12 for learners, 5¢ increase each 520 hours worked until min. rate of job reached

Shift Bonus: 7¢ on 2nd and 3rd shift

COMPANY: Confidential (Knitting Machinery)
UNION: Steelworkers--CIO
LOCATION: Middle Atlantic
SIZE OF COMMUNITY: 25-100,000
EFFECTIVE DATE: July 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: $1.00 min. for men, 90¢ for women

Shift Bonus: 6¢ on 2nd and 3rd shift

COMPANY: Confidential (Precision Machines)

UNION: Auto Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ on afternoon, 7½¢ on midnight shift

LABOR

Janitors	.90 min.
Snaggers	1.05 min.
Steel Room Workers	1.00 min.
Laborers	1.00 min.
Degreasers	1.00 min.
Floor Scrubbing Machine	1.00 min.
Chip Pullers	1.00 min.
Chip Wringers	1.00 min.
Machine Cleaners	1.00 min.
Truckers, Hand	1.00 min.
Truckers, Motor	1.05 min.
Truckers, Inside Power	1.05 min.
Steel Saw Operators	1.05 min.
Boiler Operators	1.10 min.
Centerless Catchers	1.00 min.

MAINTENANCE

Machine Repairmen	1.45 min.
Machine Repair Helpers	1.15 min.
Millwrights	1.35 min.
Millwright Helpers	1.10 min.
Oilers	1.10 min.
Cement Masons	1.20 min.
Electricians	1.45 min.
Electrician Helpers & Panel Assembly	1.10 min.
Pipe Fitters & Plumbers	1.35 min.
Pipe Fitters & Plumbers Helpers	1.10 min.
Carpenters	1.30 min.
Craters	1.15 min.
Crane Operators	1.10 min.
Maintenance Painters	1.25 min.
Sheet Metal Workers	1.25 min.

TOOL

Horizontal Boring Machine	1.40 min.
Milling Machine	1.45 min.
Grinding	1.50 min.
Inspectors	1.50 min.
Lathe	1.45 min.
Vertical Turning King & Bullard	1.50 min.
Boring Mill & Jig Bore	1.60 min.
Radial Drill	1.35 min.
Shapers	1.40 min.
Slotters	1.45 min.
Planers	1.60 min.

BENCH ASSEMBLY—SPEC. MACH. JIGS & FIXTURES

Leaders	1.70 min.
Toolmakers	1.55 min.
Bench Hands	1.30 min.
Hydraulic Pipefitters	1.40 min.
Hydraulic Pipefitters Helpers	1.20 min.

STANDARD MACHINE ASSEMBLY

Detail Man	1.15 min.
All Around 1st Class	1.45 min.

SCRAPER HANDS

Rough Scraping	1.05 min.
Finish Production	1.30 min
Finish All Around	1.45 min.

SPINDLE ASSEMBLY

Spindle Assembly	1.35 min.

MISC. ASSEMBLY & STANDARD MACHINE SUB-ASSEMBLY

Group No. 1	1.05 min.
Group No. 2	1.05 min.
Group No. 3	1.15 min.
Group No. 4	1.20 min.

PRODUCTION

Painters, Sanders & Glazers	1.10 min.
Spray Painters	1.30 min.
Milling	1.10 min.
Skilled	1.25 min.
Grinding	1.10 min.
Skilled	1.25 min.
1st Class	1.40 min.
Inspection	.95 min.
Skilled	1.20 min.
1st Class	1.30 min.
Lathe	1.20 min.
Radial Drill	1.15 min.
Shaper	1.20 min.
Precision Bore	1.10 min.
Skilled	1.25 min.
1st Class	1.40 min.

Thread Mill	1.05 min.
1st Class	1.15 min.
Drilling	1.05 min.
Skilled	1.20 min.
Broach	1.05 min.
1st Class	1.15 min.
Bench Burring & Corner Breaking	1.00 min.
Lappers	1.10 min.
1st Class	1.35 min.
Auto. Screw Mach. 2nd Oper.	1.10 min.
Set-up & Operate	1.25 min.
Set-up	1.40 min.
Auto. Screw Mach. Operator	1.35 min.
Set-up & Operate	1.50 min.
Set-up (Free Lance)	1.65 min.
Hand Screw 2nd Oper. & Bush.	1.15 min.
Hand Screw 2nd Cl. Varied Work	1.25 min.
Hand Screw 1st Cl. Varied Work	1.45 min.
Sizing Work	1.05 min.
Shippers	1.00 min.
Stock Crib & Stock Handlers	1.00 min.
Tool Crib	1.00 min.
Gear Cutters	1.20 min.
1st Class	1.50 min.
Follow Up	1.05 min.
Markers, Etchers & Stampers	1.00 min.
Polishing & Buffing	1.15 min.
Nozzle Machining	1.00 min.
Nozzle Assembly	1.00 min.
Pure Pak Piping Assembly	1.15 min.

HEAT TREAT

Sand Blast	1.00 min.
Center Lap	1.00 min.
Disc Grind	1.00 min.
Carborize	1.10 min.
Straightener Prod.	1.15 min.
Straightener Tool	1.40 min.
Hardeners, General	1.20 min.
Hardeners, Tool Steel	1.35 min.
Hardeners, High Speed	1.45 min.
Welders Prod.	1.15 min.
Carboloy Brazing	1.05 min.
Welders	1.35 min.
H. T. Routing	1.10 min.
H. T. Inspection	1.10 min.
Blacksmith	1.45 min.

ENGINEERING

101-102 BLUEPRINT OPERATOR & ENGINEERING RECORD CLERK ..... .95 min.

142 JUNIOR DETAILER—One who is serving as an apprentice, with or without mechanical drawing experience, whose work consists of tracing, copying, or redrawing details previously drawn, or making slight changes in detail drawings ..... 1.25 min.

144 DETAILER—One who makes detail drawings, working from a layout, under supervision of layout man or designer. Must be able to make a drawing that the shop man can use to machine the part, showing all necessary dimensions and tolerances, and specifying material, heat treatment and other necessary information. In the tool design departments, may be breaking in on simple layouts or altering layouts. 1.40 min.

146 MACHINE DETAILER—This classification applies to the Machinery Division only. A detailer who can take a machine layout and carry out the entire detailing assignment with a minimum of supervision. He can detail any part of the machine, including complicated castings, and calculate problems of design requiring a working knowledge of trigonometry. He is familiar with production methods and machining tolerances. He may be doing simple layouts part of the time, preparing for layout classification. 1.65 min.

148 LAYOUT MAN — One who makes complete and comprehensive layout of tool, jig, fixture, or machine sub-assembly. He works from blue print and process sheet of part to be machined. The layout man actually designs the job, but the design is usually of a less complex nature or closely patterned after a similar previous job, which he uses as a reference. For example, in tool design this would include the average drill jig, milling fixture, cutting tool, or gage layout. In machine design it would mean such jobs as thread grind tooling, tool setting gages, spindle and cutter head layout, and precision bore or special machinery layouts of the simpler class ..... 1.70 min.

150 DESIGNER—One who designs and lays out the more complex jigs, fixtures, machine sub-assemblies, or machines of a simpler type. In tool design he must be able to handle any job that comes up in the department, and he may take charge of the complete tooling assignment for the production of a new part, either designing all tools himself or

supervising their design by a layout man. In machine design he is able to design and layout the more complex machine sub-assemblies, involving hydraulic circuits, and combinations of motions such as fixtures with complicated cycles ---------- 2.05 min.

152 MACHINE DESIGNER—One who designs and lays out complete machines or machine tools, either special purpose machines which are designed to do only a certain operation or operations on a particular part, or general use machines which are developed as a standard product. This type of design requires a wider overall knowledge of shop practice, materials and standards of constructions, mechanisms, and hydraulic systems, then standard tool designer qualifications, which are often specialized in one type of design, such as cutting tools, jigs and fixtures, gages, etc.

The machine designer works out the complete design of the machine, including the hydraulic system, specifying which parts are to be purchased as sub-assemblies and which are to be manufactured by Ex-Cell-O Corporation. This requires a knowledge of commercial products in the machinery market, such as power units, different types of spindles and bearings, coolant systems, lubricating and electrical devices, etc.

He works out the electrical equipment needed with the aid of an electrical engineer employed by the Company for that purpose, and determines the most suitable location for such equipment. He determines the approximate size and type of cutting tools needed, but does not usually design them; this work being done by a tool design department--- 2.20 min.

154 MINOR CHECKER—In tool design this is one who checks layouts of tools, gages, jigs and fixtures for practicability of design and satisfactory operation; also for proper clearances and adaptability to the machine being used for the operation. He checks detail drawings for proper tolerances, materials and heat treatment, and fit, so that details can be machined and assembled with a minimum amount of cost. He is also capable of design and layout work.

In machine design this involves checking work of the type described under layout classification, and the experience and ability required is comparable to that of a layout man. He may also check work of a more complex nature where he is instructed to check for fit only and is not assuming any responsibility for the design itself ---------- 1.80 min.

156 MAJOR CHECKER—One who checks the design, layout, and detail drawings of the most complex tools, jigs, fixtures, machines sub-assemblies, or machines or simpler type. He must have the skill and knowledge required of the designer and may do part-time designing, but the major portion of his time is devoted to checking ---------- 2.10 min.

158 MACHINERY CHECKER—One who checks the design and layout and detail drawings of complete machines or machine tools. He must have the skill and knowledge required of the machine designer and may do machine design work part-time, but the major portion of his work is machinery checking---- 2.30 min

160 JUNIOR PROPOSAL — One who is breaking in on proposal work and is without previous experience in this type of work. Must have previous experience in mechanical drawing and a working knowledge of simple mathematics. Requires close supervision ---------- 1.45 min.

162 MINOR PROPOSAL—One who is capable of working out simple proposals with an average amount of supervision ---------- 1.70 min.

164 MAJOR PROPOSAL—One who does the preliminary engineering necessary for the Sales Department to submit quotations on new machine tool equipment.

1. He determines method and sequence of operations necessary to machine the part submitted by the customer.
2. He determines the proper tools, feeds, speeds, HP required, and production obtainable.
3. He makes sketch of cutting tools and fixtures, showing proposed locations and clamping points.
4. He makes sketch of machine, showing approximate size and shape of same.
5. He prepares an itemized list of equipment or machine breakdown so the Estimating Department can appraise the cost of building the machine ---------- 2.00 min.

665 PROCESS OR ROUTING ENGINEER—Class A Junior—This group includes those who specialize in a particular product, i.e., special

machines or fixtures, are able to lay out the operations on products in that particular line. He is able to do estimating on the simpler types of production work and other parts where no previous costs or operation sheet is available. His work is usually checked ---------- 1.60 min.

When hiring inexperienced Blueprint Operators or Engineering Record Clerks, the following rate shall apply: ----------Hiring— .85 min.

When upgrading Engineering Record Clerks or Blueprint Operators to Junior Operator, the following rate shall apply: --------Starting— 1.00 min.

At the end of the ninety (90) day probationary period, employees hired at the minimut rate of the rate schedule shall receive a five cent (5c) per hour increase.

COMPANY: Confidential (Ovens, Bakery Machinery)
UNION: District 50, Mine Workers

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 10¢ for night work

	New Rates
Apprentices	$.71–$.96
Laborers	.86– .91
Bench Hands—A	1.06
Bench Hands—B	.96
Assemblymen—A	1.16
Assemblymen—B	1.06
Assemblymen—C	.96
Machine Operators—A	1.16
Machine Operators—B	1.06
Machine Operators—C	.96
Machinists—A	1.26
Machinists—B	1.16
Machinists—C	1.06
Sheet Metal Workers—A	1.26
Sheet Metal Workers—B	1.16
Sheet Metal Workers—C	1.06
Welders—A	1.26
Welders—B	1.16
Welders—C	1.06
Tool Makers—A	1.26
Tool Makers—B	1.16
Pattern Makers—A	1.26
Pattern Makers—B	1.16
Pattern Makers—C	1.06
Electricians—A	1.26
Electricians—B	1.16
Electricians—C	1.06
Inspectors—A	1.16
Inspectors—B	1.06
Inspectors—C	.96
Spray Painters—A	1.11
Spray Painters—B	1.01
Brush Painters—A	1.01
Brush Painters—B	.91
Craters and Packers—A	1.06
Craters and Packers—B	.96
Truck Drivers—A	1.06
Truck Drivers—B	.98
Storekeepers—A	1.11
Storekeepers—B	1.01
Storekeepers—C	.91
Blacksmiths—A	1.16
Blacksmiths—B	1.06
Electro Platers—A	1.26
Electro Platers—B	1.16
Saw Operators—A	1.01
Saw Operators—B	.91
Chippers and Grinders—A	1.06
Chippers and Grinders—B	.96
Trainees	.91
Helpers—A	1.01
Helpers—B	.91
Lead Men	1.16–1.36
Maintenance—A	1.21
Maintenance—B	1.11
Tool Grinders—A	1.16
Tool Grinders—B	1.06
Tool Grinders—C	.96
Tool Clerks—A	1.01
Tool Clerks—B	.91

COMPANY: Confidential (Cranes, Hoists)

UNION: Machinists

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 65¢ for unskilled male labor, 55¢ for unskilled female labor

Shift Bonus: 8¢ for night work

Labor Grade	Point Evaluation	Minimum	Mid-Point	Maximum
11	139-161	$ .825	$ .875	$ .925
10	162-183	.865	.915	.965
9	184-205	.895	.95	1.005
8	206-227	.965	1.02	1.075
7	228-249	1.035	1.095	1.155
6	250-271	1.095	1.16	1.225
5	272-293	1.175	1.245	1.315
4	294-315	1.255	1.335	1.415
3	316-337	1.345	1.43	1.515
2	338-359	1.445	1.525	1.605
1	360-381	1.545	1.645	1.745

COMPANY: Whitin Machine Works

UNION: Steelworkers--CIO

LOCATION: Whitinsville, Mass.

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: May 1948

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

Note: 19¢ per hour is added to the earnings of each employee under the following schedule. The contract also provides that incentive employees working at a "normal incentive level" should have earnings 25% above the incentive base rate.

Labor Grade	Point Range	Incentive Base Rate	Day Work Rate Range Minimum	6 Mos.	Maximum
1	102-136	$.65	$.66	$.68	$.72
2	137-171	.69	.70	.72	.76
3	172-206	.73	.74	.76	.80
4	207-241	.77	.78	.80	.84
5	242-276	.81	.82	.84	.89
6	277-311	.85	.86	.88	.94
7	312-346	.89	.90	.93	.99
8	347-381	.93	.94	.98	1.04
9	382-416	.98	.99	1.03	1.09
10	417-451	1.04	1.04	1.08	1.14
11	452-486	1.08	1.09	1.13	1.20
12	487-521	1.14	1.15	1.19	1.26
13	522-556	1.20	1.21	1.26	1.33

COMPANY: Confidential (Tools, Gauges)

UNION: Machinists

LOCATION: New England

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: February 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 75¢ for inexperienced employees, 5¢ increase each 3 mos. to min. rate for occupation to which assigned

Shift Bonus: 7¢ on night shifts

COMPANY: Confidential (Rubber Working Machinery)

UNION: Steelworkers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: None specified; 1-yr. agmt.

	Learner			— C —			— B —				— A —			
Operation	1Q	2Q	3Q	C-1	C-2	C-3	B-1	B-2	B-3	B-4	A-1	A-2	A-3	A-4
Assembly	.85	.90	...	.98	1.03	1.08	1.15	1.20	1.25	...	1.34	1.39	1.44	1.49
Blacksmith	.85	.90	...	.98	1.03	1.08	1.15	1.20	1.25	...	1.34	1.39	1.44	...
Boiler & Plate	.50	...	...	.68	.93	.98	1.05	1.10	1.15	...	1.24	1.29	1.34	1.39
Burner	.90	...	...	.98	1.03	1.08	1.15	1.20	1.25	...	1.34	1.39	1.44	...
Carpenter	.85	.90	...	.98	1.03	1.08	1.15	1.20	1.25	...	1.34	1.39	1.44	...
Cam Miller	.85	...	...	...	...	...	1.00	1.05	1.10	...	1.19	1.24	1.29	1.34
Craneman	.80	...	...	.88	.93	.98	1.00	1.05	1.10	...	1.19	1.24	1.29	1.34
Electrician	.85	.90	...	.98	1.03	1.08	1.15	1.20	1.25	...	1.34	1.39	1.44	1.49
Engine Lathe	.90	.95	...	1.03	1.08	1.13	1.20	1.25	1.30	...	1.39	1.44	1.49	1.54
Fireman and Watchman	...	...	...	.83	.88	.93	1.00	1.05	1.10	...	1.19	1.24	1.29	...
Grinder	...	...	...	...	...	...	...	...	...	...	.99	1.04	1.09	1.14
Horizontal Boring Mill	.90	.95	1.00	1.08	1.13	1.18	1.25	1.30	1.35	1.40	1.49	1.54	1.59	1.64
Horizontal Drilling Machine	.85	.90	...	.98	1.03	1.08	1.15	1.20	1.25	...	1.34	1.39	1.44	1.49
Key Seater	.80	...	...	...	...	...	.95	1.00	1.05	...	1.14	1.19	1.24	1.29
Layout, Fit, Tack	.85	.90	...	.98	1.03	1.08	1.15	1.20	1.25	...	1.34	1.39	1.44	1.49
Maintenance and Repair	.85	.90	...	.98	1.03	1.08	1.15	1.20	1.25	...	1.34	1.39	1.44	...
Milling Machine	.90	.95	1.00	1.08	1.13	1.18	1.25	1.30	1.35	1.40	1.49	1.54	1.59	1.64

	Learner			— C —			— B —				— A —			
Operation	1Q	2Q	5Q	C-1	C-2	C-3	B-1	B-2	B-3	B-1	A-1	A-2	A-3	A-4
Painter	...	...	...	.83	.55	.03	1.00	1.05	1.10	...	1.19	1.24	1.29	...
Pipe Fitter	.85	.90	...	.98	1.03	1.08	1.15	1.20	1.25	...	1.34	1.39	1.44	...
Planer	.00	.95	1.00	1.05	1.13	1.18	1.25	1.30	1.35	1.40	1.49	1.54	1.59	1.64
Radial Drill	.85	.90	...	.08	1.03	1.08	1.15	1.20	1.25	...	1.34	1.39	1.44	1.49
Router	.85	...	...	.93	.98	1.03	1.10	1.15	1.20	...	1.29	1.34	1.39	...
Shaper	.85	...	...	.93	.95	1.03	1.10	1.15	1.20	...	1.29	1.34	1.39	...
Shields and Insulation	.80	...	...	.58	.03	.98	1.05	1.10	1.15	...	1.24	1.20	1.34	1.39
Stock Room and Tool Crib	...	...	...	...	...	...	.90	.95	1.00	...	1.09	1.14	1.10	...
Supply and Utility	.80	...	...	.88	.93	...	1.00	1.05	1.10	...	1.10	1.24	1.29	
Sweeper	...	...	...	...	...	.83	...	...	.90	.95	...	...	1.04	1.09
Tool Maker	.00	.05	1.00	1.05	1.13	1.15	1.25	1.30	1.35	1.40	1.49	1.54	1.59	1.64
Truck Driver	...	...	...	.83	.88	.93	1.00	1.05	1.10	...	1.10	1.24	1.29	...
Tube Mold Finisher	...	...	...	.93	.98	1.03	1.10	1.15	1.20	...	1.29	1.34	1.39	...
Turret Lathe	.90	.05	...	1.03	1.08	1.13	1.20	1.25	1.30	...	1.39	1.44	1.49	1.54
Upright Drill	.80	...	...	...	...	...	.05	1.00	1.05	...	1.14	1.19	1.24	1.29
Vertical Boring Mill	.90	.95	1.00	1.08	1.13	1.18	1.25	1.30	1.35	1.40	1.49	1.54	1.59	1.64
Vertical Shaper	.85	.00	...	.98	1.03	1.08	1.15	1.20	1.25	...	1.34	1.39	1.44	1.49
Welder	.90	...	...	.08	1.03	1.08	1.15	1.20	1.25	...	1.34	1.30	1.44	1.40

COMPANY: Confidential (Mining Equipment)

UNION: Steelworkers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: May 1948

Shift Bonus: 4¢ on 2nd, 6¢ on 3rd shift

MACHINE SHOP

Machinists Class "A"..$1.55 per hour
Machinists Class "B".. 1.45 per hour
Machinists Class "C".. 1.35 per hour

STRUCTURAL SHOP

Structural Steel Worker
Class "A".....$1.55 per hour
Class "B"..... 1.45 per hour
Class "C"..... 1.35 per hour

ASSEMBLY SHOP

Mechanical Assembly
Class "A"...$1.55 per hour
Class "B"... 1.45 per hour
Class "C"... 1.35 per hour

Electrical Assembly
Class "A"...$1.55 per hour
Class "B"... 1.45 per hour
Class "C"... 1.35 per hour

GENERAL LABOR

Labor.....$1.10 per hour

LEARNER (Any Department)

Learner
(Starting Rate).....$1.10 per hour

It is mutually agreed between the parties hereto, that the established practice of granting a regular increase of five cents (5¢) per hour to every Learner after each six (6) months' service until they reach the lowest classification in their department.

COMPANY: Confidential (Compressors, Engines, Condensing Plants)
UNION: Electrical Workers--CIO

LOCATION: Middle Atlantic
SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: July 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 8¢ on 2nd, 10¢ on 3rd shift

Non-Incentive Employees

Labor Grade	Min.	Max.
1	1.425	1.595
2	1.325	1.495
3	1.275	1.425
4	1.225	1.375
5	1.175	1.325
6	1.125	1.275
7	1.075	1.225
8	1.025	1.175
9	.975	1.075
10	.925	1.025
11	.875	.975

Incentive Employees

Labor Grade	Min.	Max.
1	1.10	1.185
2	1.00	1.085
3	.95	1.025
4	.90	.975
5	.85	.925
6	.80	.875
7	.75	.825
8	.70	.775
9	.65	.70
10	.60	.65
11	.55	.60

Note: Upgrading from the minimum to the maximum of the rate ranges is made under a merit rating plan. The contract provides:

All non-incentive and incentive employees shall be merit rated on the factors of Quantity of Work, Quality of Work, Cooperation, Dependability, and Absenteeism in accordance with the established merit rating plan.

Employees in Labor Grades 1 to 4 inclusive will be reviewed semi-annually and advised of their rating.

Employees in Labor Grades 5 to 11 inclusive will be reviewed quarter-annually and advised of their rating.

Any employee who feels that he has been discriminated against or that the merit rating plan has not been fairly applied to him may file a grievance setting forth the facts, and such grievance shall be adjusted under the Grievance and Arbitration Procedure herein provided.

COMPANY: Confidential (Turbines)

UNION: Steelworkers--CIO

LOCATION: Middle Atlantic
SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: April 1947
WAGE REOPENING: May 1948

Hiring Rate: $1.06½ min.

Shift Bonus: 10% on evening and early morning shift

COMPANY: Confidential (Excavators, Power Shovels)
UNION: Steelworkers--CIO

LOCATION: Great Lakes
SIZE OF COMMUNITY: 25-100,000
EFFECTIVE DATE: June 1947
WAGE REOPENING: June 1948

Shift Bonus: 5¢ on 2nd and 3rd shift for janitors and janitresses; 8 hrs. pay for 7 hrs. work on 2nd and 3rd shift for office employees

OFFICE EMPLOYEES

LABOR GRADE I

Occupation	Range - $210 - $255
Tool Detailer	
Repair Parts Interpreter	
Coordinator, Senior	
Clerk, Senior Accounting	
Clerk, Senior Requirements	

LABOR GRADE II

Occupation	Range - $195 - $235
Clerk, Engineering Changes	

LABOR GRADE III

Occupation	Range - $180 - $215
Clerk, Requirements	
Clerk, Engineering Records	
Draftsman, Junior	
Clerk, Accounting	

LABOR GRADE IV

Occupation	Range - $160 - $195
Bookkeeping Machine Operator	
Coordinator, Junior	
Clerk, Performance and Specification Data	

LABOR GRADE V

Occupation	Range - $145- $170
Stenographer	
Clerk, Order Release	
Clerk, Repair Parts	
Comptometer Operator	
Reproduction Machine Operator	
Offset Printing Machine Operator	
Clerk, Production Planning	
Tracer	
Clerk, Junior Requirements	
Clerk, Purchasing	
Clerk, Junior Accounting	

LABOR GRADE VI

Occupation	Range - $125 - $150
Clerk-Typist	
P.B.X. Operator	
Storekeeper, Office Supplies	
Key Punch and Verifier Operator	

LABOR GRADE VII

Occupation	Range - $120 - $155
Office Janitor	
Mail Carrier	

LABOR GRADE VIII

Occupation	Range - $110 - $130
Blue Print Trimmer	

COMPANY: Torrey Roller Bushing Works

UNION: Marine and Shipbuilding Workers--CIO

LOCATION: Bath, Me.

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 84¢ min.

Shift Bonus: 7% on 2nd and 3rd shift

CLASS		RATE
Machinist	1st	1.14
Machinist	2nd	1.07
Machinist	3rd	.94
Toolmaker		1.24
Assembler	1st	1.04
Assembler	2nd	.99
Assembler	3rd	.94
Maintenance, Lead Man		1.29
Maintenance		1.17
Maintenance		1.01
Helper	1st	.89
Helper	2nd	.84
Moulder	1st	1.17
Moulder	2nd	1.04
Moulder	3rd	.94
Furnaceman	1st	1.17
Furnaceman	2nd	1.04
Furnaceman	3rd	94
Helper	1st	.94
Helper	2nd	.89
Cleaner	1st	1.04
Cleaner	2nd	.94
Cleaner	3rd	.89
Snagger	1st	.99
Snagger	2nd	.94
Snagger	3rd	.89
Polisher	1st	1.14
Polisher	2nd	1.04
Polisher	3rd	.89
Coremaker, Lead Man		1.39
Coremaker	1st	1.17
Coremaker	2nd	1.04
Coremaker	3rd	.94
Patternmaker		1.42
Carpenter	1st	1.04
Carpenter	2nd	.99
Shipper, Foreman		1.24
Assistant Shipper		1.04
Helper	1st	.94
Helper	2nd	.89
Probationary Rate		.84

COMPANY: California Metal Trades Ass'n.

UNION: Boilermakers--AFL

LOCATION: California

SIZE OF COMMUNITY: --

EFFECTIVE DATE: April 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 10% on 2nd shift, plus 8 hrs. pay for 7½ hrs. work; 15% on 3rd shift, plus 8 hrs. pay for 7 hrs. work

Leadingmen and Foremen shall receive 15¢ per hour above the established Boilermaker rate.

Layerouts	$1.77
Boilermaker	1.65
Welder & Burner	1.65
Flange Turner	1.65
Holder on	1.49
Fitter Up	1.49
Planer Hand	1.41
Punchman	1.41
Shearman	1.41
Rollerman	1.41
Brakes	1.41
Helper	1.27

COMPANY: Central Foundry Co.

UNION: Office Employees--AFL

LOCATION: Holt, Ala.

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: January 1947

WAGE REOPENING: None specified; 1-yr. agmt.

CLASSIFICATION	MINIMUM RATE	MAXIMUM RATE
Clerk	.82½	.87½
Clerk-Typist	.87½	.92½
Stenographer-Clerk	.87½	.92½
Payroll Clerk, Jr.	.82½	.87½
Payroll Clerk, Sr.	.87½	.92½
Billing Clerk	.87½	.975
Switchboard Operator		(1) 1.1875 .92½
Timekeeper (Field Clerk or Time Checker)	1.02½	1.12½
Duplicator Operator & Utility Clerk		(1) 1.32875 1.02½
Accounting Clerk (Includes Cost Report Clerk)	.92½	1.12½
Receiving Clerk		.92½
Laboratory Technician	.92½	.97½
Metallurgical Observer	.95	1.02½
Time Study & Standards Trainee	.85	.92½
Draftsman, Apprentice G. I.	.82½	.85

COMPANY: Crown Iron Works, Inc. and C. W. Olson Mfg. Co.

UNION: Electrical Workers--CIO

LOCATION: Minneapolis, Minn.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ on 2nd and 3rd shift

49. **Shop:**	Hourly Wage Rate
First Class Mechanics	$1.30
Second Class Mechanics	1.15
Third Class Mechanics	1.00

New employees who have no experience in the work coming under the jurisidiction of the agreement shall be paid a minimum starting rate of 85c per hour for the first thirty (30) days of employment, a minimum of 90c per hour for the second thirty (30) days of employment, and a minimum of 95c per hour for the third thirty (30) days of employment. After ninety (90) days of employment, they shall be rated as third class men at the rate of $1.00 per hour.

FIRST CLASS MECHANIC—Employees possessed of high degree of skill capable of satisfactorily carrying on the following duties, lay out work, read and interpret all plans, drawings and sketches, use all tools, instruments, machinery and equipment in his particular trade. The work may be of a diversified nature or may be limited to a narrow range of types of complicated and intricate mechanisms. Usually directs the activities of one or more helpers. This class also includes template makers, maintenance men, first class welders, blacksmiths and inspectors, and the job descriptions of these additional classifications are as follows:

Template Maker—Works from blue prints, makes cardboard, wood and metal templates or patterns, used by others to locate holes, cuts, working lines, etc. Must be high grade man.

Maintenance Man—Repairs and services equipment, installs new equipment.

First Class Welder—Joins steel parts by fusion welding. All around man must be capable of welding thick and thin material using large and small electrodes as required with various types of fluxes and with various kinds of welding machines. Must be reliable and always produce a good strong weld of neat appearance and in the minimum of time.

Blacksmith—Forges and tempers, chisels, forges steel, straightens steel.

Inspector—Inspects welds, inspects finished work for incorrect dimensions, missing parts, careless workmanship, faulty material.

SECOND CLASS MECHANIC—Possessed of a limited degree of skill as compared with a first class mechanic. Capable of handling all tools, machinery and equipment in his Department. The descriptions of the various jobs are as follows:

Punch Press and Shear Operator—Directs the handling of steel to and from the presses and shears, lines up the work in the machine and trips the operating lever or pedal.

Welder—Other than first class.

Drill Press Operator.

Assembler on Production Work—Fits and clamps pieces into their proper places in assembly jigs. Uses portable grinder, hand cutting torch, chipping hammar, electric and pneumatic hoists. Checks various dimension with blueprints.

Learner under Layout Man—Performs work of layout man but needs close supervision and coaching.

Cutting Torch Operator—Operates hand and power driven flame cutting devices.

Tool Room Man—Issues tools and supplies, grinds drills, chisels, makes minor repairs on portable equipment, and requi-

sitions new tools and supplies as needed. Keeps record of welding rod usage for each welding operator.

Paint Spray Man—Operates paint spray gun, mixes paints.

Traveling Yard Crane Operator.

Head Yardman—Directs the crane operator in the movements of the crane. Loads and unloads cars and trucks, lifts into and out of stock racks and piles, fastens chains and slings to load.

THIRD CLASS MEN—A Third Class Man is an employee who assists and whose duties are subordinate to those of a First and Second Class Mechanic. His work may be highly repetitive and routinized. It may involve the handling of material; simple assembly work; or the operation of ordinary machines such as drill press, grinder, and saw; loading and unloading operations; sweeping and general shop and yard labor. Works under constant supervision.

BEGINNERS—A beginner is an employee who has had no experience in the work performed in the department in which he is employed.

50. **Foundry:**

	Hourly Wage Rates
Floor Molder	$1.37
Bench Molder	1.37
Machine Molder	1.32
Coremakers	1.37
Common Labor	1.04
Grinders and Chippers and Sandblasters	1.14
Shakeout (nightman)	1.09
Flask Carpenter	1.14
Cupola	1.37
Furnace Tender	1.19
Helpers, Coremakers or Molders	1.09
Learner, Coremaker or Molder	As per Schedule

These job descriptions to be identical with the Bureau of Labor Standard Dictionary.

51. The present wage rate of any employee if higher than the scale of wages mentioned above, shall not be reduced.

52. **Schedule for Learner, Coremaker or Molder:** A learner is an inexperienced man chosen by the Management to learn the trade of molding or coremaking. During the three year period set up for this purpose the Learner will be given every opportunity to advance as rapidly as possible.

53. The following progression wage schedule for the Learner during this period is as follows and should only serve as a minimum:

1st 6 months	60% of Journeyman Rate
2nd 6 months	70% of Journeyman Rate
3rd 6 months	77% of Journeyman Rate
4th 6 months	85% of Journeyman Rate
5th 6 months	90% of Journeyman Rate
6th 6 months	95% of Journeyman Rate
After 3 years	100% of Journeyman Rate

54. The following progression wage schedule for the Machine Operator and Core Paster learners during this period is as follows and should only serve as a minimum:

Entrance	$1.04
After 30 days	1.12
After 6 months	1.22
After 1 year	1.32

COMPANY: Confidential (Dies, Jigs, and Tools)
UNION: Electrical Workers--CIO

LOCATION: Middle Atlantic
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: March 1947
WAGE REOPENING: At any time

Shift Bonus: 10¢ on night shifts

Note: Hiring is at the min. rate of the job classification. There is a 10¢ increase each 3 mos. (6 mos. for designers and draftsmen) until the max. rate of the classification is reached.

Tool & Die Group Leader	$2.02 to 2.12
Tool & Die Maker 'A'	1.87 to 1.97
Tool & Die Maker 'B'	1.67 to 1.82
Tool & Die Maker 'C'	1.42 to 1.62
Machine Assembler	1.62 to 1.77
Tool Room Machinist 'A'	1.42 to 1.57
Tool Room Machinist 'B'	1.17 to 1.42
Tool Room Machinist 'C'	1.02 to 1.12
General Maintenance	1.17 to 1.37
Tool & Die Grinder 'A'	1.42 to 1.57
Tool & Die Grinder 'B'	1.22 to 1,37
Lathe Operator 'A'	1.37 to 1.52
Lathe Operator 'B'	1.22 to 1.37
Carpenter	1.27 to 1.57
Stockkeeper 'A'	1.12 to 1.27
Tool Designer 'A'	1.87 to 2.17
Tool Designer 'B'	1.57 to 1.87
Draftsmen	.87 to 1.57
Janitor	.92 to 1.12
Punch Press Operator 'A'	1.22 to 1.37
Punch Press Operator 'B'	.97 to 1.17
Jig Boring Machine Operator 'A'	1.92 to 2.12
Jig Boring Machine Operator 'B'	1.72 to 1.87
Painter	1.27 to 1.57
Shop Electrician	1.27 to 1.57
Tool Inspector	1.87 to 1.97
Shipping Clerk	1.07 to 1.22
Heat Treat Operator 'A'	1.67 to 1.82
Heat Treat Operator 'B'	1.37 to 1.62
Boring Mill Operator 'A'	1.72 to 1.87
Boring Mill Operator 'B'	1.47 to 1.67
Grinder Group Leader	1.57 to 1.77
Tool & Die Apprentice Program	.82 to 1.37 (Increases granted in accordance with Apprenticeship Agreement.)

COMPANY: California Metal Trades Ass'n.
UNION: Machinists

LOCATION: California
SIZE OF COMMUNITY: --
EFFECTIVE DATE: May 1947
WAGE REOPENING: April 1948

Shift Bonus: 10% on 2nd shift, plus 8 hrs. pay for 7½ hrs. work; 15% on 3rd shift, plus 8 hrs. pay for 7 hrs. work

USE OF CLASSIFICATIONS

The classifications contained herein are provided because of the needs for such classifications in a master agreement with the full realization that only those classifications pertaining to any one company or any one local lodge bound by this Agreement shall apply.

CLASSIFICATIONS AND RATES OF PAY

Construction Machinist	Minimum Rates Per Hour
Machinists who are engaged or hired for outside installation of machinery where work is performed through general contractors and in conjunction with building trades shall receive the following rate for the duration of that installation job. Men working at this rate are not eligible to the holiday and vacation benefits.	$ 2.15
Machinists who are regular company employees having seniority shall receive the following rates when performing the work set forth below:	
(1) Outside erection and installation of machinery where work is performed outside the plant	2.01
(2) Servicing, dismantling, maintaining and repairing of machinery or equipment outside the company's plant where machinery is leased, sold or serviced by the Employer	1.76
(3) Installation of machinery in the Employer's plant where work is not performed in conjunction with construction crafts	1.76
(a) If work is performed in conjunction with major plant additions and in conjunction with construction crafts	2.01

Where Welders are employed in the above classifications of work, they shall receive the rates set forth above.

When Journeymen covered by this contract are engaged in the erection, dismantling and maintenance of machinery or mechanical equipment of breweries, wineries, distilleries, rectifiers, publishing houses and printing press establishments, they shall be paid the hourly rate of 2.01

	Minimum Rates Per Hour
Tool and Die Maker	$ 2.01
Tool Room Machinist	1.76
Maintenance Machinist	1.76
Maintenance Welder	1.76
Helper, Maintenance classification	1.33
Journeyman Machinist	1.62
Helper, this classification	1.25
Journeyman Welder	1.62
Helper, this classification	1.25
Automatic Screw Machine Operator	See Appendix C
Journeyman Painter	1.62
Specialist	1.41
Production Shop Die Setter and Machine Adjuster	1.41
Six months trainee, this classification	1.30
Specialist Painter	1.41
Tool Crib Attendant "A"	1.41
Die Caster, Pressure Molder	1.45
First 30 days	1.25
Second " "	1.30
Third " "	1.35
Thereafter	1.45
Die Caster, Permanent Molder	1.38
First 30 days	1.20
Second " "	1.25
Third " "	1.30
Thereafter	1.38

	Minimum Rates Per Hour
Production Worker, Male, San Francisco	$ 1.235
Beginners in industry (those having less than 3 months' experience in plants in the industry or similar plant experience).	
First 30 days	$1.05
Second " "	1.11
Third " "	1.17
Thereafter	1.235
Production Worker, Male, East Bay	1.28
Beginners in industry (those having less than 3 months' experience in plants in the industry or similar plant experience).	
First 30 days	1.10
Second " "	1.15
Third " "	1.20
Thereafter	1.28
Production Worker, Female, San Francisco	1.07
Beginners in industry (those having less than 3 months' experience in plants in the industry or similar plant experience).	
First 30 days	.92
Second " "	.97
Third " "	1.02
Thereafter	1.07
Production Worker, Female, East Bay	1.13
Beginners in industry (those having less than 3 months' experience in plants in the industry or similar plant experience).	
First 30 days	.96
Second " "	1.02
Third " "	1.07
Thereafter	1.13
Tool Crib Attendant, "B", San Francisco	1.235
Tool Crib Attendant, "B", East Bay	1.28
Shop Janitor	1.13

APPRENTICE RATES (Percentage of Journeyman's rates)

1st 1000 hours of employment *	52.0%
2nd 1000 hours of employment *	56.5%
3rd 1000 hours of employment *	60.0%
4th 1000 hours of employment *	65.0%
5th 1000 hours of employment *	69.5%
6th 1000 hours of employment *	74.0%
7th 1000 hours of employment *	82.5%
8th 1000 hours of employment *	91.0%

NOTE: Percentage increases affecting Tool and Die apprentices shall be paid semi-annually to all apprentices on the 1st day of January and the 1st day of July of each year.

*(Includes time spent in related instructions.)

COMPANY: Carnegie-Illinois Steel Corp.

UNION: Steelworkers--CIO

LOCATION: Interstate

SIZE OF COMMUNITY: --

EFFECTIVE DATE: April 1947

WAGE REOPENING: April 1948

Shift Bonus: 4¢ on afternoon, 6¢ on night shift

Note: The following "standard wage scale" has been adopted in numerous other steel contracts.

Job Class	Standard Hourly Wage Rate	Job Class	Standard Hourly Wage Rate
0-1	1.09	16	1.69
2	1.13	17	1.73
3	1.17	18	1.77
4	1.21	19	1.81
5	1.25	20	1.85
6	1.29	21	1.89
7	1.33	22	1.93
8	1.37	23	1.97
9	1.41	24	2.01
10	1.45	25	2.05
11	1.49	26	2.09
12	1.53	27	2.13
13	1.57	28	2.17
14	1.61	29	2.21
15	1.65	30	2.25

b. A schedule of apprentice rates for the respective apprentice training periods of 1040 hours of actual training experience with the Company in the trade or craft in each training period is established at the level of the standard hourly wage scale rates for the respective job classes as follows:

TRADE OR CRAFT APPRENTICESHIP	TRAINING PERIODS 1st	2nd	3rd	4th	5th	6th	7th	8th
	JOB CLASSES							
Blacksmith	1	2	3	4	5	6	8	..
Boilermaker	1	2	3	4	5	6	8	..
Bricklayer	1	2	3	4	5	6	8	..
Carpenter	1	2	3	4	5	6	..	..
Coremaker	1	2	3	4	5	6	..	..
Electrician (Armature Winder)	1	2	3	4	5	6	8	..
" (Lineman)	1	2	3	4	6	9	..	..
" (Wireman)	1	2	3	4	5	6	8	10
" (Shop)	1	2	3	4	5	6	8	..
Instrument Repairman	1	2	3	4	5	6	8	10
Lead Burner	1	2	3	4	5	6	8	10
Machinist	1	2	3	4	5	6	8	10
Moulder	1	2	3	4	5	6	8	..
Painter	1	2	3	4	..	..	..	..
Pattern Maker	1	2	3	4	5	6	8	10
Pipefitter	1	2	3	4	5	6	..	..
Rigger	1	2	3	4	5	6	..	..
Roll Turner	1	2	3	4	5	6	8	..
Sheet Metal Worker	1	2	3	4	5	6	8	..
Toolmaker	1	2	3	4	5	6	8	10
Welder	1	2	3	4	5	6	..	..

COMPANY: California Metal Trades Ass'n.

UNION: Metal Polishers, Platers and Buffers--AFL

LOCATION: California

SIZE OF COMMUNITY: --

EFFECTIVE DATE: April 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 10% on 2nd, 15% on 3rd shift; if 2 shifts are in operation, each works full 8 hrs., but if 3 are operating, they each include a 30-minute lunch period as part of the paid 8-hr. shift

Journeymen		$1.65 Per Hour
Assistant Platers,	Inexperienced	
	First 6 months	1.40 " "
	Thereafter	1.45 " "
Helpers - Male	First 6 months	1.20 " "
	Thereafter	1.25 " "
Helpers - Female	Inexperienced	
	First 2 months	1.00 " "
	Next 4 months	1.05 " "
	Thereafter	1.15 " "
Semi-Automatic Buffing Machine Operator		
	First 6 months	1.25 " "
	Thereafter	1.40 " "
Apprentices	First 3 months	$1.06 Per Hour
	Second 3 months	1.11 " "
	Third 3 months	1.16 " "
	Fourth 3 months	1.21 " "
	Fifth 3 months	1.26 " "
	Sixth 3 months	1.31 " "
	Seventh 3 months	1.36 " "
	Eighth 3 months	1.41 " "
	Ninth 3 months	1.46 " "
	Tenth 3 months	1.51 " "
	Eleventh 3 months	1.56 " "
	Twelfth 3 months	1.61 " "
	Thereafter	1.65 " "

COMPANY: Ampco Metal, Inc.

UNION: Farm Equipment Workers--CIO

LOCATION: Milwaukee, Wisc.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: After 6 mos., if the BLS cost-of-living index has, in the previous 2 months, averaged a change of 7 points from the Jan. 1947 level

Hiring Rate: 10¢ below min. of wage bracket for the job; increase to min. of bracket within 4 wks.

Shift Bonus: 8¢ on 2nd, 12¢ on 3rd shift

Note: The steps in the following schedule are automatic. Progression takes place each 4 months (April, Aug., Dec.); the employee receives the increase on the progression date if he has been in the bracket for at least 8 weeks.

Labor Grade	Point Range	Minimum	1st Step	2nd Step	Maximum
11	140-161	.82	.85	.87	.89
10	162-183	.89	.92	.95	.97
9	184-205	.97	1.00	1.02	1.04
8	206-227	1.04	1.07	1.09	1.11
7	228-249	1.11	1.14	1.16	1.18
6	250-271	1.18	1.21	1.24	1.26
5	272-293	1.26	1.29	1.31	1.33
4	294-315	1.33	1.36	1.38	1.40
3	316-337	1.40	1.43	1.45	1.47
2	338-359	1.47	1.50	1.52	1.54
1	360-381	1.54	1.56	1.58	1.60

WAGE SCHEDULE FOR APPRENTICESHIPS

MACHINIST APPRENTICE

Period of 1040 Hours	Rate Per Hour
1	58c
2	60c
3	63c
4	65c
5	68c
6	73c
7	78c
8	83c

MOLDING APPRENTICE

Period of 1040 Hours	Rate Per Hour
1	70c
2	71c
3	72c
4	73c
5	75c
6	77c
7	78c
8	83c

HEAT TREATING AND WELDING APPRENTICE

Period of 1040 Hours	Rate Per Hour
1	72c
2	73c
3	75c
4	77c
5	78c
6	81c
7	85c

COMPANY: Confidential (Castings)

UNION: Auto Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 96½¢ min. day rate for men, 88½¢ for women

Shift Bonus: 10¢ on any shift starting between noon and 4 a.m.

COMPANY: Hansell-Elcock Co., Foundry Div.
UNION: Molders--AFL

LOCATION: Chicago, Ill.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 10% on night work

	Per Hour
Molders and coremakers	$1.57
Cranemen	1.17
Maintenance Men	1.25
Maintenance Men Holding Journeymen Cards	1.26
Sandblast Operators	1.21
Flaskmakers or Carpenters	1.25
Chippers (first thirty days)	1.12
Chippers (after thirty days)	1.15
Cupola Tender	1.30
Laborers (first thirty days)	1.06
Laborers	1.12
Welders	1.54
Journeymen Helpers	1.14

The minimum rate of pay for apprentices during the life of this agreement shall be as follows:

	Per Hour
1st Six Months	$1.04
2nd Six Months	1.09
3rd Six Months	1.14
4th Six Months	1.19
5th Six Months	1.24
6th Six Months	1.29
7th Six Months	1.34
8th Six Months	1.39

Thereafter the regular Journeymen rate shall be paid.

COMPANY: United Metal Trades Ass'n., Machine Shop Firms
UNION: Machinists

LOCATION: Portland, Ore.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; agmt. expires April 1948

Shift Bonus: 15¢ on 2nd shift, plus 8 hrs pay for 7½ hrs. work; 20¢ on 3rd shift plus 8 hrs. pay for 7 hrs. work

18. Field Work and Travel. Hourly rates for field work, as defined herein, shall be as follows:

Journeyman Machinists	$1.95	Helpers	$1.60

Field work is defined to mean the installation, construction, erection or repair of machinery at a place other than at the employer's premises in the performance of which the employe does not report and terminat at his regular place of employment at the beginning and end of his shift. If the work consists of repair, maintenance or servicing of machinery already installed in a location within a five-mile radius of employer's plant or within the city limits of the city of Portland, if the employer's plant be located in the city of Portland, it will be performed at regular uptown shop rates and not at field rates, provided the day's work starts and terminates at his regular place of employment.

19. Classifications and Wage Rates. The classifications of employes covered by this agreement, and the minimum day shift rates of hourly pay therefor, shall be as set forth below in this section.

TOOL and DIE MAKER — $1.80 Per Hour

Constructs and repairs tools, gauges, jigs, fixtures and dies; plans and lays out work from drawings, blueprints, models or other oral or written specifications; uses a variety of tool and die makers' hand tools, precision measuring instruments; understands the working properties of common metals and alloys, setting up and operating most classes of tool room machines and related equipment; makes necessary shop computations relating to dimensions of work; tooling of machines, feeds, speeds; fits and assembles components of tools, jigs, dies and fixtures to very close dimensional limits; tests tools under actual operating conditions.

(*) — $1.70 Per Hour

*) New classification related to classification above; job title and description to be established as soon as possible in accordance with agreement between negotiating committees involved May 7, 1947, and added hereto supplementarily.

JOURNEYMAN MACHINIST — $1.60 Per Hour

Performs efficiently general work connected with the machinist trade, or may be exceptionally proficient in the operation of one class of tools. Uses all machinists' hand tools and measuring instruments; sets up and operates a variety of machine tools; reads and interprets blueprints and uses mathematics. Works to very close tolerances; knows and adjusts for the efficient cutting speeds of various materials; knows the character of cutting tools required in his work and grinds them accordingly.

SPECIALIST — $1.43 Per Hour

Sets up without assistance and operates any of the following:

Broach	Gear Cutting Machines
Turret Lathe	Punch Press
Hub & Shaft Keyseating Machines	Tool & Cutter Sharpeners
Hand & Automatic Milling Machines	Screw Machines
Tapping Machine	Saws:
Single & Multiple Spindle Drills	Power Hacksaw
Radial Drills	Circular Saw
Honing Machine	Metal Band Saw

MACHINIST HELPER — $1.30 Per Hour

Performs tasks in the machine shop such as helping operators to fasten work to machine tables, oiling machines and removing burrs. Uses such equipment as shop hoists, wheelbarrow, hand truck, oil can, wrenches, hacksaw and screw driver. Prepares items for shipment or storage. May use power hacksaw, hand grinders, sanders and files for removing burrs, parting seams, etc.

CLEANUP MAN — $1.20 Per Hour

Performs manual tasks, such as moving material, sweeping and general cleanup work.

COMPANY: United Metal Trades Ass'n., "Shop Work" Firms
UNION: Several (Portland Metal Trades Council--See Rates Below)
LOCATION: Portland, Ore.
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: None specified; agmt. expires April 1948

Shift Bonus: 15¢ on 2nd shift, plus 8 hrs. pay for 7½ hrs. work; 20¢ on 3rd shift, plus 8 hrs. pay for 7 hrs. work

Automotive Machinists' Local No. 1005

Journeymen	$1.60

Blacksmiths' Local No. 37

Heavy Forgers	*
Upsetting Machine Operators	
Press Operators	
Heaters	
Firemen	
Furnace Men	
Hammer Operators	
Heavy Forgers' and Upsetting Machine Helpers	

* Rates to be added by supplement

Boilermakers' Local No. 72

Layers-out, Anglesmiths, Slabmen, Flange Turners, Loftsmen, Weld Examiners	1.70
Boilermakers, Burners, Chippers, Caulkers, Pressmen, Rollermen, Planer Hands, Rivoters, Holders-on, Rivet Heaters	1.60
Drillers, Reamers, Slab and Flange Helpers, Punch and Shear Operators	1.43

Electricians' Local No. 48

Journeyman	1.60

Laborers' Local No. 296

Laborer	1.25

Machinists' Local No. 63

Tool and Die Maker	1.80
*	1.70
Journeyman Machinist	1.60
Specialist	1.43

* Job title to be added by supplement.
Machinist job descriptions shall be as set forth in Schedule A attached hereto. (Rates are identical with those in Machine Shop Agreement.)

Operating Engineers' Local No. 87

Yard equipment under 20 tons	1.60
Yard equipment, 20 tons and over	1.70
Apprentice Engineers	1.43
Compressor Plant Operator	1.60
Heating Plant Engineers	1.60

Painters' Local No. 10

Journeyman	1.60

Members of Painters' Local No. 10 shall receive a differential of 15 cents per hour over the regular painter rate set forth above while engaged in spray painting.

Sheet Metal Workers' Local No. 16

Journeymen	1.60

Steam Fitters'Local No. 235

Pipefitters	1.60

Teamsters' Local No. 162

Flat Bed Trucks	1.35
Semis, or Trucks and Trailers	1.42
Lift Jitney Stackers, 3000 lbs. and under	1.35
Lift Jitney Stackers, over 3000 lbs.	1.42

Warehousemen's Local No. 206

Warehousemen	1.30

General Classifications

Crane Operators, 20 tons and over	1.70
Crane Operators, under 20 tons	1.60
Riggers	1.60
Welders	1.60
Hook Tenders	1.43
Helpers, General, All Crafts	1.30

COMPANY: Carnegie-Illinois Steel Corp., Homestead District Works
UNION: District 50, Mine Workers
LOCATION: Homestead, Pa.
SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: April 1947
WAGE REOPENING: May 1948

Rates: $1.29 for plant protection employees (includes watchmen, policemen, guards, and fire inspectors); rate is $1.245 during first year

Shift Bonus: 4¢ on afternoon, 6¢ on night shift

COMPANY: Confidential (Pressed Steel Parts)
UNION: Auto Workers--CIO

LOCATION: Great Lakes
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: May 1948 or after if automotive industry wage level changes; agmt. expires October 1948

Hiring Rate: 5¢ less than job rate for first 30 days.

Shift Bonus: 5% on 2nd, 6½% on 3rd shift

Classification	Guarantee Rate	Earning Rate
Small Press Operators	$1.31	$1.465
Medium " "	1.33	1.615
Large " "	1.38	1.675
Drill Press - Mill Mach.	1.31	1.465
Screw Machines	1.33	1.555
Arc Welders	1.38	1.675
Assemblers	1.31	1.465
Spot Welders Inc.	1.36	1.575
Butt Welders	1.46	1.675
Upsetter Operators	1.38	1.675
" Heaters	1.33	1.545
Shipping	1.31	1.465
Paint Machine	1.31	1.465
*Pickle	1.26	1.415
Shear Operators	1.33	1.575
Shear Helpers	1.31	1.465
Steel Stores	1.26	1.415
Tube Mill Welders	1.51	1.715
Press Helpers	1.31	1.465
Frame Loaders	1.33	1.515

For any piece work classification not listed above, the guarantee rate shall be increased 13½ cents and the earning rate 11½ cents.

The day work rate for relief welders will be $1.415 and the day work rate for relief assemblers will be $1.36. For piece work, relief assemblers will receive line welders piece work earnings and relief welders will receive 3% over line welders piece work earnings.

Piece work rates for set-ups and pull outs shall be increased 8%.

Where set up of dies in presses is on a day work basis, the following day rates will apply: Large press operator, $1.555; large press helper, $1.425; medium press operator, $1.495; medium press helper, $1.365; small press operator $1.395.

*11-1/2¢ additional hourly payment to pickle house will continue to be paid as in the past.

RATES FOR HOURLY RATED CLASSIFICATIONS

Classification	Rate
Crane Operator Steel Yard	$1.515
Crane Operator	1.42
Relief Crane Operator	1.52
Tractor Driver	1.37
Job Setter	1.565
Hooker-on	1.34
Utility Man (Tool Room)	1.26
Safety Inspector	1.33
Sanitation	1.19
Salvage Inspector	1.42
Bench Hand	1.625
Jig Borer	1.735
Tool Maker	1.715
First Class Machine Hand	1.555
Planer Hand	1.60
Die Storage	1.43
First Class Die Maker	1.715
Second Class Die Maker	1.615
Die Leader	1.815
Second Class Machine Hand	1.455
Second Class Developer	1.51
First Class Developer	1.61
Die Repair	1.59
Lead Die Repair	1.69
Tool Hardener	1.715
Tool Crib	1.33
Welder (Tool Room)	1.75
Die Inspector	1.915
Electrician First Class	1.615
Electrician Second Class	1.43
Electrician Lead	1.715
Crane Repair	1.40
Crane Repair First Class	1.50
Electrician Helper	1.28
Electrician Oiler	1.33
Hooker-on Steel Yard	1.415
Crib Man Tool Room	1.33
Die Repair Second Class	1.54
Utility Tractor Driver	1.42

INSPECTION DEPARTMENT

Checker, First Class	1.46
Checker, General	1.52
Frame Inspector	1.42
Head Line Inspector	1.465
Piece Inspector	1.42
Checker Second Class, Prec.	1.44
Development Sample Checker	1.60
General Inspector	1.505

STORAGE DEPARTMENT

	RATE
Tool Steel Stock Man	$1.31
General Stock Laborer	1.21

MAINTENANCE DEPARTMENT

Garage Mechanic Chief	1.595
Millwright Lead	1.645
Millwright First Class	1.545
Millwright Second Class	1.41
Millwright Helper	1.23
Millwright Oiler	1.33
Pipe Fitter Lead	1.61
Pipe Fitter Second Class	1.41
Pipe Fitter First Class	1.51
Pipe Fitter Helper	1.23
Bricklayer	1.53
Carpenter	1.51
Carpenter Second Class	1.37
Machinist Lead Off First Class	1.70
Machinist Lead Off Second Class	1.60
Blacksmith	1.45
Maintenance Welder	1.545
Garage Mechanic	1.545
Stock Chaser	1.29
Rivet Sorter	1.19
Stock Leader	1.34
General Laborer	1.19
Timekeeper Group 1	1.35
Timekeeper Group 2	1.25

Lead Timekeeper	1.40	Sample Frame Builder	1.44
Nurse	1.335	Straighten Lead	1.49
Air Tool Repair	1.43	Straighten Helper	1.265
Tool Sharpener	1.58	Sheet Metal Leadman	1.645
Prod. Anneal Heat Treat	1.38	Sheet Metal First Class	1.545
Lay-out Man, Press Dept.	1.49	Sheet Metal, Second Class	1.46
Comb. Welder	1.465	Lead Maintenance Welder	$1.75
Dock Comb, Welder	1.465	Bookman	1 445
Repair Housing	1.33	Crane Operator Portable	1.535
Day Work - Repair Rivets	1.34		
Degreaser	1.26		

COMPANY. Confidential (Drop Forgings)
UNION: Blacksmiths and Drop Forgers--AFL
LOCATION: New England
SIZE OF COMMUNITY. Under 25,000
EFFECTIVE DATE: September 1947
WAGE REOPENING. September 1948

Shift Bonus: 7½% on 2nd and 3rd shift

HOURLY WORKERS

Classification	Rate
Planer Hands	$1.40/1.45
Heat Treater	1.20
Surface Grinder	1.35
Shipping Help	1.05
Sand Blaster	1.20
Sand Blast Helper	1.10
Outside Truck Driver	1.15
Truck Driver Helper	1.05
Blacksmiths	1.30
Engineers	1.27/1.20
Cold Pressers	1.05
Janitor & Watchman	1.00
Machinists - Maintenance	1.15
Mill Wright - General Maintenance	1.20
Sweeper	1.00
Power Saw Operator	1.15
Utility	1.05
Hot Inspector	1.45
Welder (Inspector)	1.40
Grinder	1.05
Crane Operator	1.05

DIE ROOM

Die Sinkers:	
Class A	1.75
Class B	1.55
Trimmer Maker	1.55
Turning Impressions	1.45
Duplicator Operator	1.25
Edger	1.10

FORGE SHOP

Hammermen:	
8,000 lbs. (Steam)	1.40
6,500 (Board)	1.30
5,000 (Board)	1.30
4,000 (Steam)	1.30
3,000 (Board)	1.30
2,500 (Steam)	1.30
2,500 (Board)	1.20
2,000 (Board)	1.20
2,000 (Steam)	1.20
1,500 (Board)	1.20
1,000 (Board)	1.20
800 (Board)	1.20
500 (Board)	1.20
Heaters & Hot Trimmers	1.10
Inside Truckers & Yardmen	1.05
Die Grinder	1.15
Shear Operator	1.10/1.25/1.30
Shear Helper	1.10

COMPANY: Washington Metal Trades, Inc.
UNION: Molders--AFL

LOCATION: Washington
SIZE OF COMMUNITY: --
EFFECTIVE DATE: May 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

Journeyman Molder and Coremakers	$ 1.625
Melters (steel), Welders	1.505
Burners:	
Hiring rate (inexperienced men)	1.33
After 90 days' employment	1.45
Experienced Burners	1.45
Melters (iron and brass), Cupola Tenders, Flaskmakers, Blacksmiths and Maintenance Men who are rated as Mechanics	1.405
Sandblasters	1.385
Ladleman, Craneman	1.34
Chippers, Grinders, Sandmill Operators and Annealing Men	1.33
Helpers and Foundry Laborers	1.20

Workers hereafter employed and classified as "Machine Molder or Coremaker Apprentices", and presently employed workers classified as "Machine Operators", shall, pursuant to their length of experience in the industry, be paid according to the following schedule, excepting that where wages are paid in excess of the ensuing schedule to presently employed workers classified as "Machine Operators" there shall be no reductions as a result of this agreement:

Starting rate (inexperienced men)	$1.46 per hour
After 6 months' experience	1.49
After 1 year's experience	1.505
After 2 years' experience	1.535
After 3 years' experience	1.565
After 4 years' experience	1.625

COMPANY: Confidential (Steel Tubes)

UNION: Auto Workers--CIO

LOCATION: Great Lakes
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: March 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: $1.08½, increase of 5¢ each 30 days to going rate of classification

Shift Bonus: 5¢ on afternoon, 7¢ on midnight shift

HOT MILL—10

Position Title	Job Class	Standard Hrly. Wage Scale Plus 11½c
Pit Cleaner	2	$1.135
Learner	3	1.185
Heat Recorder	4	1.235
Craneman	6	1.335
Heater Helper	7	1.385
Reducing Mill Furnace Man	8	1.435
Reeler Men	8	1.435
Reeler Bar Operator	8	1.435
Reeler Inlet Operator	8	1.435
Rolling Mill Plugger	8	1.435
Rolling Mill Operator	8	1.435
Setup Man	9	1.485
Piercer Plugger	9	1.485
Piercer Operator	10	1.535
Heater	10	1.535
Roller	11	1.585
Setup Helper	3	1.185
Ass't. Foreman	12	1.635

The spare man will be paid at the rate for the job with the highest classification number which he is required and qualified to perform.

BILLET YARD—40

Position Title	Job Class	Standard Hrly. Wage Scale Plus 11½c
Shearman Helper	4	$1.235
Shearman	5	1.285
Crane Hooker	4	1.235
Craneman	6	1.335

COLD DRAW—15

Plierman	3	$1.185
Benchman (Specials)	4	1.235
Benchman (Double)	4	1.235
Benchman (Single)	4	1.235
Benchman (Specials No. 1)	6	1.335
Automatic Benchman	7	1.385
Gauger	9	1.485
Floorman	9	1.485
Labor	1	1.085
Tractor Driver	3	1.185
Clerk	3	1.185
Crane Hooker	4	1.235
Craneman	6	1.335

Position Title	Job Class	Standard Hrly. Wage Scale Plus 11½c
Bar Welder	5	1.285
Mandrel Turner	6	1.335
Mandrel Grinder	6	1.335
Cold Draw Die Maker	7	1.385
Tool Hardener	7	1.385

PICKLING—12

Pickler (Special)	8	$1.435
Pickler	7	1.385
Crane Hooker	4	1.235
Craneman	6	1.335

ANNEALING—14

Heaters	8	$1.435
Crane Hooker	4	1.235
Craneman	6	1.335
Feeder*	1	1.085
Unloader*	2	1.135

POINTING—COLD SAWS—SHEARS—11

Cold Saw Operator	3	$1.185
Crop Shear Operator	2	1.135
Loader (Swager)*	1	1.085
Crane Hooker	4	1.235

Craneman	6	1.335
Hammerman	6	1.335
Hammerman Setup	7	1.385
Rotary Swager Operator	7	1.385

CUTTING——17

Crane Hooker	4	$1.285
Craneman	6	1.335
Reamer (Chrysler Tubing)	3	1.185
Chamferman (Ford Tubing)	4	1.235
Cut-Off Operator	4	1.235
Automatic Cut-Off Operator	4	1.235
Laborer	1	1.085

STRAIGHTENING—16

Position Title	Job Class	Standard Hrly. Wage Scale Plus 11½c
Machine Press Helper*	1	$1.085
Machine Press Straight.	4	1.235
Six Roll Str. Operator	4	1.235
Cross Roll Str. Operator	4	1.235
Bumper Straightener	4	1.235
Post Straightener	5	1.285
Cross Roll Helper*	2	1.135
Ass't. Foreman (Finish.)	8	1.435

INSPECTION—TESTING

Hydrostatic Tester	3	$1.185
"A" Inspector	7	1.385
Inspector (Intermed.)	5	1.285
Inspector (Starting)	3	1.185

SHIPPING—19

Crane Hooker	4	$1.235
Craneman	6	1.335
Loader (Packer)	3	1.185
Checker	3	1.185
Clerk	3	1.185
Ass't. Foreman (Nite)	6	1.335 (Not Class.)
Ass't. Foreman (Day)	8	1.435

REPAIR AND MAINTENANCE TRADE OR CRAFT JOBS

Pursuant to Section IV Wage Rate Inequity Agreement.

Trade or Craft Job	Job Class	Standard Rate	Intermed. Rate	Starting Rate
Carpenter	8	$1.435	$1.385	$1.335
Pipefitter	9	1.485	1.435	1.385
Electrician	10	1.535	1.485	1.435
Machine Repairman	10	1.535	1.485	1.435
Welder & Fabricator	12	1.635	1.585	1.535
Blacksmith	11	1.585	1.535	1.485
Roll Turner	11	1.585	1.535	1.485
Electrician (Armature Winder)	12	1.635	1.585	1.535
Tool Room Machinist	12	1.635	1.585	1.535

ASSIGNED MAINTENANCE JOBS

Pursuant to Section V Wage Rate Inequity Agreement.

Welder Helper	4	$1.235
Blacksmith Helper	4	1.235
Pipefitter Helper	4	1.235
Electrician Helper	4	1.235
Oiler—(Hot Mill)	4	1.235
Oiler—(Cold Draw)	3	1.185
Machine Repair—Hot Mill	7	1.385
Boiler Operator	6	1.335
Air Compressor Operator	6	1.335

MISCELLANEOUS

Trade or Craft Job	Job Class	Standard Rate	Intermed. Rate	Starting Rate
Laboratory Attendant	4			$1.235 (Not Class.)
Janitor	1			1.085
Special Labor	2			1.135

COMPANY: Confidential (Steel Castings)

UNION: Auto Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: At any time

Shift Bonus: 5¢ per hr. if quitting or starting time falls between 8 p.m. and 5 a.m.

Note: All day work rates in the following schedule are 11¢ higher than the incentive base rates. Earnings should total 30% more than the incentive base rate upon normal incentive effort, according to a provision of the contract.

Job Classification	Hourly Incentive Base Rate	Base Rates for Day Work	
Acetylene Cutter	1.20	S	1.31
Annealer Tender	1.10	SS	1.21
Blacksmith	1.35	S	1.46
Carpenter	1.25	S	1.36
Carpenter Helper	1.05	SS	1.16
Chain Hop	1.05	SS	1.16
Chemist F'ndry Routine	1.20	S	1.31
Chipper	1.15	SS	1.26
Compressor Room Attendant	1.10	SS	1.21
Core Dispatcher	1.05	SS	1.16
Core Oven Tender	1.05	SS	1.16
Core Paster	1.05	SS	1.16
Core Sand Mixer	1.10	SS	1.21
Coremaker B and F	1.30	SS	1.41
Coremaker A — Machine	1.15	S	1.26
Craneman A	1.20	S	1.31
Craneman B	1.15	SS	1.26
Craneman C	1.10	SS	1.21
Electrician	1.40	S	1.51
Expeditor	1.05	SS	1.16
Fireman	1.15	SS	1.26
Gagger & Rod Straightener	1.05	SS	1.16
Grinder—Stand or Swing	1.15	SS	1.26
Grinder — Trainees & Weld	1.10	SS	1.21
Heat Treater Helper	1.10	SS	1.21
Industrial Tr'k Operator	1.08	SS	1.19
Inspector (Layout Man)	1.30	S	1.41
Inspector A	1.22½	S	1.33½
Inspector B	1.17	SS	1.28
Inspector C	1.10	SS	1.21
Janitor	.90	U	1.01

Janitress	.86	U	91
Laborer	1.00	U	1 11
Ladle Liner A	1.20	SS	1.31
Ladle Liner B	1.10	SS	1 21
Ladleman	1.15	SS	1 26
Machinist	1.35	S	1.46
Melter Helper	1.20	SS	1.31
Melting Furnace Labor	1.05	U	1.16
Metal Pourer	1.15	SS	1.26
Millwright	1.35	S	1.46
Millwright Helper	1.15	SS	1.26
Molder Bench	1.30	S	1.41
Molder Drop Place or P. O.	1.10	S	1.21
Molder Floor	1.40	S	1.51
Molder Helper Floor A	1.20	SS	1.31
Molder Helper Floor B	1.10	SS	1.21
Molder Helper Floor C	1.05	SS	1.16
Molder Rollover Finisher	1.30	S	1.41
Molder Rollover Op'rat'r	1.15	SS	1.26
Molder Squeezer	1.15	S	1.26
Oiler	1.15	SS	1.26
Pattern & Flask—Setup	1.15	SS	1.26
Pattern Storage Clerk	1.10	SS	1.21
Pattern Storage Helper	1.05	U	1.16
Patternmaker A	1.50-1.60	S	1.61-1.71
Patternmaker B	1.30-1.45	S	1.41-1.56
Patternmaker C	1.20-1.30	SS	1.31-1.41
Patternmaker Apprentice	start .80	U	.91 start
Physical Lab Machines Operator	1.11	SS	1.22
Pit Man	1.05	U	1.16
Press Operator A	1.20	S	1.31
Press Operator B	1.15	SS	1 26
Press Operator Helper	1.10	SS	1.21
Production Metal Pour. Helper	1.05	SS	1.16
Sand Belt Tender	1.00	U	1.11
Sand Control	1.15	SS	1.26
Sand Mixer (facing mill)	1.10	SS	1.21
Sand Mixer (heap mill)	1.05	SS	1.16
Sand Slinger Operator	1.15	SS	1.26
Service Man (Acetylene Cutter)	1.05	SS	1.16
Shakeout (Floor)	1.07½	SS	1.18½
Shakeout (Production)	1.07½	SS	1.18½
Shipping Clerk	1.12½	SS	1.23½
Shipping Clerk Helper	1.02½	U	1.13½
Shot Blast Operator	1.20	SS	1.31
Sorter and Service Man	1.05	SS	1.16
Sprue Cutter Operator	1.05	SS	1.16
Stock Room Attendant A	1.15	SS	1.26
Stock Room Attendant B	1 05	SS	1.16
Stock Room & Maintenance	1.15	SS	1.26
Truck Driver Automotive	1.10	SS	1.21
Utility Man	1.05	SS	1.16
Welder Arc	1.25	S	1.36
Wheelabrator or Tab. Operator	1.05	SS	1.16

COMPANY Confidential

UNION: Auto Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: May 1947

WAGE REOPENING None specified; agmt. expires March 1948

Shift Bonus: 5¢ on 2nd, 7¢ on 3rd shift

Note: The contract provides that an average incentive employee operating at "reasonable extra effort" should be able to earn 30% over his basic hourly rate.

(Add 10c per hour for all hours worked as a weekly bonus to earnings of all employees in the following classifications, whether working at straight hourly rates or on incentive.)

	Rate Per Hour
Pattern Storage Record Man	$1.10
Pattern Storage In and Out Man	1.06
Sand System Operator	1.06
Sand Mill Operator	1.06
Sand System Helper	1.02
Sand Mill Helper	1.02
Core Finisher No. 1	1.30
Core Finisher No. 2	1.22
Core Finisher No. 3	1.14
Core Maker No. 1	1.22
Core Maker No. 2	1.14
Core Maker No. 3	1.06
Core Grinder	1.06
Core Box Service Man	1.06
Core Paster	1.02
Core Dryer	1.02
Core Chaser	1.02
Core Oven Loader	.98
Core Maker Helper	1.02
Mold Inspector No. 1	1.38
Mold Inspector No. 2	1.30
Dry Floor Finisher No. 1	1.38
Dry Floor Finisher No. 2	1.26
Floor and Bench Molder No. 1	1.30
Floor and Bench Molder No. 2	1.18
Floor and Bench Molder No. 3	1.06
R. O. Machine Finisher and Core Setter	1.18
R. O. Machine Operator	1.10
Squeezer Molder	1.06
Molders Supply Man	1.14
Close-Up Specialists	1.10
Sand Slinger Operator No. 1	1.06
Foundry Helpers	1.02
Flask and Foundry Carpenter	1.10
Foundry Utility Man	1.06
Pattern Service Man	1.06
Cupola Tender No. 1	1.30
Cupola Tender No. 2	1.14
Air Furnace Asst. Melter	1.30
Air Furnace Operator	1.22
Cupola Charger	1.06
Open Hearth First Helpers	1.30
Open Hearth Ladle Man	1.22
Open Hearth Second Helper	1.06
Open Hearth Stocker	1.06
Open Hearth Ladleman Helper	.93
Open Hearth Stocker Helper	.94
Electric Furnace Assistant Melter	1.30
Electric Furnace First Helper	1.18
Electric Furnace Second Helper	1.06
Electric Furnace Operator	1.10

Electric Furnace Ladle Repairman	1.10
Electric Furnace Big Ladle Tender	1.06
Electric Furnace Bottom Pour Ladleman	1.06
Electric Furnace Pour, Skim, and Shake-out	1.02
Electric Furnace Plate and Rail Men	.98
Electric Furnace Stocker	.94
Chemists No. 1	1.22
Chemists No. 2	1.14
Chemists No. 3	1.06
Sand Technician No. 1	1.22
Sand Technician No. 2	1.10
Sand Technician No. 3	.98
Pyrometer Man No. 1	1.22
Pyrometer Man No. 2	1.14
Pyrometer Man No. 3	.98
Industrial Truck Operator No. 1	1.10
Industrial Truck Operator No. 2	1.02
Industrial Truck Operator No. 3	.98
Chainman	1.10
Advanced Labor	.94
Common Labor	.90
Craneman No. 1	1.22
Automotive Craneman	1.22
Tractor Craneman	1.10
Gantry Craneman	1.06
Wall Craneman	1.06
Side Bay Craneman	1.06
Krane-Kar Craneman	1.02
Fahrite Chipper	1.14
Steel Chipper No. 1	1.10
Steel Chipper No. 2	1.06
Cut-Off Saw Operator	1.14
Room and Car Blastman	1.10
Table, Roto, and Tumblast Man	1.06
Rattler Operator	.98
Knock-Out Man	.98
Blast Loader	.98
Grinders—Swing and Stand	1.06
Sprue Cutter Operator	1.02
Pressman No. 1	1.22
Pressman No. 2	1.10
Straighten and Gauge Man	1.06
Burn-Off and Set Up Man	.98
Heat Treater No. 1	1.18
Annealer No. 1	1.14
Annealer No. 2	1.10
Annealer Repairman and Helper	1.02
Tool Room Tender No. 1	1.18
Tool Room Tender No. 2	1.06
Heavy Production Welders No. 1	1.26
Light Production Welders No. 1	1.22
Burners No. 1	1.22
Burners No. 2	1.14
Production Welders No. 2	1.18
Maintenance Mechanics No. 1	1.30
Maintenance Mechanics No. 2	1.18
Maintenance Helpers	1.02
Gauge and Tool Maker No. 1	1.42
Gauge and Tool Maker No. 2	1.30
Roll Grinder	1.38
Roll Finisher	1.30
Roll General Machinist—Non-Incentive	1.30
Roll Turner No. 1	1.26
Roll Turner No. 2	1.22
Roll Machinist No. 1	1.22
Roll Machinist No. 2	1.18
Roll Floorman	1.14
Template Maker	1.10
Fittings Lay-Out Man	1.30
General Machinist—Non-Incentive	1.30
Misc. Machine Operators No. 1	1.22
Misc. Machine Operators No. 2	1.18
Misc. Machine Operators No. 3	1.10
Planer Operator No. 1	1.18
Planer Operator No. 2	1.14
Planer Operator No. 3	1.10
Single Spindle Operator No. 1	1.14
Single Spindle Operator No. 2	1.06
Operators—Slab Mill—Slotters—Shapers, etc.	1.06
Tool and Fixture Man	1.18
Finished Machine Work Inspector	1.30
Foundry Lay-Out Inspector	1.30
Rough Inspector No. 1	1.18
Rough Inspector No. 2	1.06
Roll Inspector No. 1	1.10
Roll Inspector No. 2	1.06
Fittings Tester	1.06
Auto-Road Truck	1.06
Yard Truck Driver	.98
Yard Tractor Driver	.98
Licensed Stationary Engineer	1.30
Licensed Stationary Fireman	1.18
Guard Sergeants	1.14
Safety Inspector	1.06
Plant Protection Fireman	1.06
Uniformed Guards	1.06
Nurses	1.02
Watchmen	1.02

GROUP LEADERS

For assuming responsibility of a group leader, 10c premium per hour will be paid over highest rated classification of group directed.

COMPANY: Confidential (Castings)

UNION: Electrical Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: Once, at any time

Hiring Rate: $1.05½ min.

Shift Bonus: 10¢ per hr. if more than 50% of the work is done between 3 p.m. and 7 a.m.

COMPANY: Confidential

UNION: Mine, Mill and Smelter Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: May 1948

Hiring Rate: Men--92¢; women--82¢

Shift Bonus: 7¢ on 2nd, 10¢ on 3rd shift

SECTION 1. The wage rates shall be as follows:

Watchman-Janitor	$ .845
Core Sand Mixer	.945
Core Oven Tender	.97
Board, Box & Flask Man—Foundry Service	1.02
Annealing Oven Fireman	1.045
Melter—Headman	1.22
Melter—2nd Man	1.095
Box Board & Flask Rigger	1.145
Molding—(Day Work)	1.17
Maintenance	$1.02 to 1.22
Pattern Maker	1.295
Ladle Liner	1.08
Facing Mixer	1.01
Learner—Annealing Oven Fireman, Molder Service, Box Board and Flask Rigger, Melter, Maintenance	Employee progresses from .92 to .97 on basis of merit.

SECTION 2. Guaranteed hourly rates for the following piece work classifications are:

Classification	g. h. r. after 30 days
Molder	$1.06
Core Maker—Bench or Blower	1.00
Grinder	1.00
Chipper	1.00
Annealing Department-Pack-Dump-Tractor Driver-Wheelabrator	1.00
Casting Gang	1.00
Charge Material Gatherer	.96
Core Maker-Rub Up	.96

COMPANY: California Metal Trades Ass'n.

UNION: Pattern Makers--AFL

LOCATION: California

SIZE OF COMMUNITY: --

EFFECTIVE DATE: April 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates: $2.00 min. for pattern makers in manufacturing shops; $2.25 min. for pattern makers in jobbing shops

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COMPANY: Erie Casting Co.

UNION: District 50, Mine Workers

LOCATION: Erie, Pa.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 95¢, increase to $1.00 after 60 days

Shift Bonus: 5¢ on 2nd shift

COMPANY: Confidential (Metal Products)

UNION: Steelworkers--CIO

LOCATION: Pacific

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: May 1948

Hiring Rate: 5¢ less than standard rate for first 60 days

Shift Bonus: See rates below. In addition,
8 hrs. pay for 7½ hrs. work on afternoon shift,
8 hrs. pay for 7 hrs. work on night shift

CLASS I

Classification	Day	Afternoon	Night
Assemblers (light)	.965	1.08	1.213
Packers	.965	1.08	1.213
Staplers	.965	1.08	1.213
Carton Makers	.965	1.08	1.213
Strappers	.965	1.08	1.213
Testers	.965	1.08	1.213
Matron	.965	1.08	1.213

CLASS II

Classification	Day	Afternoon	Night
Assemblers (heavy)	1.065	1.193	1.339
Janitors and Watchmen	1.015	1.137	1.276
Cleanup Men	1.065	1.193	1.339
Material Handlers	1.065	1.193	1.339
Parts Man	1.065	1.193	1.339
Floor Crane Man	1.065	1.193	1.339
Degreasers	1.065	1.193	1.339
Storeroom	1.065	1.193	1.339
Dippers	1.065	1.193	1.339
Shear Operators	1.065	1.193	1.339
Press Operators (light)	1.065	1.193	1.339
Garbage Can Line	1.065	1.193	1.339
Conductor Pipe Machines	1.065	1.193	1.339

CLASS III

Classification	Day	Afternoon	Night
Spot Welders	1.115	1.249	1.402
Press Operators (heavy)	1.165	1.305	1.465
12-Ft. Shear Operator	1.165	1.305	1.465

CLASS IV

Classification	Day	Afternoon	Night
Parkerizers	1.215	1.36	1.527
Platers	1.215	1.36	1.527
Bonderizers	1.215	1.36	1.527
Furnace Tenders	1.215	1.36	1.527
Lift Truck Operators	1.215	1.36	1.527
Oilers	1.215	1.36	1.527
Inspection Supervisor	1.215	1.36	1.527
Spray Painter	1.215	1.36	1.527
Production Welders	1.215	1.36	1.527

CLASS V

Classification	Day	Afternoon	Night
Press Set Up Men	1.315	1.473	1.653
Maintenance Painter	1.315	1.473	1.653
Maintenance Plumber and Pipefitters	1.565	1.753	1.967
Maintenance Sheet Metal Man	1.565	1.753	1.967
Leadmen	Classification rate plus 15 cents per hour		
Working Assistant Foremen	Classification rate plus 25 cents per hour		

COMPANY: Northwestern Steel & Wire Co.
UNION: Steelworkers--CIO

LOCATION: Sterling, Ill.
SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: April 1948

Shift Bonus: 4¢ on middle, 6¢ on night shift

Job Class	Standard Hourly Rate of Pay
1	.905
2	.940
3	.975
4	1.010
5	1.045
6	1.080
7	1.115
8	1.150
9	1.185
10	1.220
11	1.255
12	1.290
13	1.325
14	1.360
15	1.395
16	1.430
17	1.465
18	1.500
19	1.535

COMPANY: Penn-Rillton Co.
UNION: District 50, Mine Workers
LOCATION: Irwin, Pa.
SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: $1.09 min.
Shift Bonus: 5¢ on 2nd and 3rd shift

COMPANY: Confidential (Pipe)

UNION: Gas, Coke and Chemical Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: January 1948

Maintenance Man	$1.45-$1.60
Machine Operators	$1.43
Machine Operators - Helpers	1.32
Welders	1.54
Loaders and Dippers	1.21
Dippers	1.32
Labor	1.16
Helpers	1.16

COMPANY: Washington Metal Trades, Inc.

UNION: Machinists

LOCATION: Washington

SIZE OF COMMUNITY: --

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 10% on 2nd shift, plus 8 hrs. pay for 7½ hrs. work; 15% on 3rd shift, plus 8 hrs. pay for 7 hrs. work

Classification	Per Hour
Tool and Die Makers	$1.935
Journeyman Machinists (including Machinist Welders)	1.635
Specialists	1.435
Helpers	1.265

Working Leadmen shall be paid not less than ten cents (10¢) per hour over the regular Journeyman rate.

COMPANY: Confidential (Metal Hose and Tubing)

UNION: Auto Workers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 7½¢ on 2nd, 10¢ on 3rd shift

Labor Grade	Minimum Hiring Rate	End of Two Months	End of Four Months	Job Rate at End of Six Months
1	.91	.96	.96	1.02
2	.91	.96	1.01	1.07
3	.91	.96	1.01	1.12
4	.91	.96	1.01	1.16
5	.91	.96	1.01	1.20
6	.91	.96	1.01	1.24
7	.91	.96	1.01	1.28
8	.91	.96	1.01	1.32
9	.91	.96	1.01	1.42
10	1.36	1.41	1.41	1.47
11	1.36	1.46	1.46	1.52
12	1.36	1.56	1.56	1.62
13	1.36	1.66	1.66	1.72

Section 2.

(a) The minimum hiring rate for all employees not in skilled grades shall be ninety-one cents (91¢) per hour.

(b) The minimum hiring rate for employees in skilled grades (10) and over shall be one dollar thirty-six cents ($1.36) per hour. Skilled labor is to include: Tool and Die Makers, Lathe Hands, Tool Room Grinders, Machinists, Journeymen Electricians, Plumbers and Carpenters, Millwrights, Automatic and Hand Screw Machine Setup Men, and all others who regularly perform operations of equal skill.

COMPANY: Allegheny Ludlum Steel Corp.

UNION: Steelworkers--CIO

LOCATION: Pennsylvania, New York

SIZE OF COMMUNITY: --

EFFECTIVE DATE: April 1947

WAGE REOPENING: May 1948

Shift Bonus: 4¢ on afternoon, 6¢ on night shift

Job Class	Standard Hourly Wage Rate	Job Class	Standard Hourly Wage Rate
0-1	$1.095	16	$1.69
2	1.135	17	1.73
3	1.17	18	1.77
4	1.21	19	1.81
5	1.25	20	1.85
6	1.29	21	1.89
7	1.33	22	1.93
8	1.37	23	1.97
9	1.41	24	2.01
10	1.45	25	2.05
11	1.49	26	2.09
12	1.53	27	2.13
13	1.57	28	2.17
14	1.61	29	2.21
15	1.65	30	2.25

A schedule of apprentice rates for the respective apprentice training periods of 1040 hours of actual training experience with the company in the trade or craft in each training period is established at the level of the standard hourly wage scale rates for the respective job classes as follows:

Trade or Craft Apprenticeship	Training Periods: 1st	2nd	3rd	4th	5th	6th	7th	8th
	Job Classes							
Bricklayer	1	2	3	4	5	6	8	10
Coremaker	1	2	3	4	5	6	7	8
Machinist	1	2	3	4	5	6	8	10
Moulder	1	2	3	4	6	6	7	8
Pattern Maker	1	2	3	4	5	6	8	10
Roll Turner	1	2	3	4	5	7		
Toolmaker	1	2	3	4	5	6	8	10
Welder	1	2	3	4	5	7		

COMPANY: California Metal Trades Ass'n.
UNION: Molders--AFL

LOCATION: California
SIZE OF COMMUNITY: --
EFFECTIVE DATE: April 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 10% for "off" shifts (shifts other than regular day shift)

CLASSIFICATION	RATE PER HOUR
Journeymen Molders and Coremakers	$1.62½
Welders and Burners	1.62½
Foundry Maintenance Mechanics	1.62½
Foundry Flask Carpenters	1.40
Cupola Tenders	1.40
Furnace Tenders	1.40
Sandblasters (more than 1/2 time)	1.40
Cranemen	1.40
Chippers, Swing Grinders	1.35
Nightmen	1.28
Grinders	1.28
Sandblasters (less than 1/2 time)	1.28
Handy Maintenance Men	1.28
Sandmill Operators	1.28
Sandmill Operator Helper	1.20
Helpers	1.20

RATES FOR APPRENTICES

$1.06½ per hour 1st 6 months	$1.34½ per hour 5th 6 months
1.13½ per hour 2nd 6 months	1.41½ per hour 6th 6 months
1.20½ per hour 3rd 6 months	1.48½ per hour 7th 6 months
1.27½ per hour 4th 6 months	1.55½ per hour 8th 6 months

RATES FOR APPRENTICES TRANSFERRED FROM ANOTHER CLASSIFICATION

$1.20 per hour 1st 6 months	$1.40 per hour 5th 6 months
1.25 per hour 2nd 6 months	1.45 per hour 6th 6 months
1.30 per hour 3rd 6 months	1.50 per hour 7th 6 months
1.35 per hour 4th 6 months	1.55 per hour 8th 6 months

LUMBER AND WOOD PRODUCTS

COMPANY: Confidential

UNION: Woodworkers--CIO

LOCATION: Pacific

SIZE OF COMMUNITY 100-500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING. At any time

Rates: $1.32½ per hr. for common labor in mill; $10.60 per day for common labor in woods

Shift Bonus: 3¢ for night work in mill

MILL OPERATION

MISC.

Crane Engineer Locomotive	1.70
Crane Brakeman	1.51
Log reloader	1.60

SAWMILL.

Bench Filer, Ass't.	1.77½
Filer	1.67½
Millwright head	1.68½
Millwright	1.62½
Millwright, Ass't	1.55½
Millwright helper	1.50½
Oiler	1.46
Motor Chaser	1.46
Steamman, days	1.62½
Steamman, nights	1.53
Slipman	1.37½
Scaler, deck	1.55
Sawyer, head	2.37½
Setter	1.67½
Dogger, 1st.	1.42½
Dogger 2nd.	1.38½
Offbearer, 1st.	1.48½
Offbearer, 2nd.	1.37½
Controles	1.35
Edgerman	1.70
Edgerman, Pony	1.46
Ponyedger helper.	1.37½
Edger Table	1.37½
Edger pit	1.35
Slasher	1.35
Trim spot 1st.	1.40½
Trim spot 2nd.	1.35
Trimmerman	1.67½
Deck tally	1.52½
Deck helper	1.38
Deck crane operator	1.51
Straightner	1.35
Jump roll to deck.	1.37½
Jump rolls to resaw	1.37½
Resawyer	1.55
Resaw spot	1.37½
Resawyer, horizontal	1.40
Resaw offbearer, horizontal	1.35
Trim offbearer	1.35
Resaw offbearer	1.35
Fl Marker	1.54
Gang marker	1.40
Gang crane operator	1.37½
Gang spot	1.35
Gang sawyer	1.50½
Gang offbearer	1.35½
Gang trimmerman	1.48½
Gang trim spot	1.37
Cleanup	1.33½
Utility	1.40
Sorter boss, and tally	1.54½
Sorter puller	1.37½
Monorail helper	1.35
Burner conveyor	1.33½

LATH MILL.

Bolter	1.46
Bolt pull	1.37½
Lath shover	1.37½
Lath puller	1.46
Packer	1.35
Tier	1.35
Stockpicker	1.33½
Car	1.33½

DRY KILNS.

Crane operator	1.51
Crane helper	1.35
Kiln operator	1.51
Transfer operator	1.40
Transfer helper	1.35
Stacker, per car edge stack (Plus $4.00 per shift).	2.30
Stacker per car flat stock (Plus $4.00 per shift).	2.50
Stackers (Planer F)	1.40
(Plus 20¢ bonus per car over 8)	
Kiln operator (Planer F0	1.45
Kiln helper (Planer F0	1.40

UNSTACKER SHED.

Grader	1.43½
Unstacker	1.37½
Trim saw	1.37½
Sorter end	1.37½
Sorter	1.35

PLANER C.

Filer	1.65½
Grinder	1.50½
Motor chaser	1.46
Oiler	1.46
Transfer operator	1.40
Deckman	1.48½
Checker	1.46
Set-up, days	1.57½
Set-up, and repairs nights	1.62½
Grader, head	1.62
Grader, Flooring	1.50
Grader	1.46
Feeder	1.40
Trim saw	1.37½
Racker	1.35
Sorter	1.35
Laborer	1.38½
Sizerman	1.57½
Sizer offbearer	1.35
Hog tender	1.38½

PLANER "F"

Set up	1.57½
Millwright	1.62½
Grader	1.50
Tallyman	1.46
Unstacker	1.40
Feeder	1.40
Trim saw	1.37½
End stamper	1.37½
Sorter	1.35
Stamper	1.33½
Cleanup	1.33½
Yard Crane operator	1.54½
Yard Crane helper	1.37½

WHARF.

Crane operator	1.54½
Tallyman	1.60
Crane helper	1.30

TRANSPORTATION.

Monorail operator	1.48½
Carrier operator	1.47½
Mechanic, head	1.68½
Mechanic	1.62½
Helper	1.45

RAILSHIPPING & SHEDS.

9 Shed tally & straw boss	1.50½
14 & 16 Shed tally & straw boss	1.50½
Platform tally & straw boss	1.57½
Tallyman, Trucks	1.50½
Tall & ass't stock clerk	1.50
Tallyman, car	1.46
Grader	1.50
Crane operator	1.51
Crane helper	1.37½
Car loader, day	1.37½
Car loader contract per M-dry	.46
Car loader contract per M-Green	.50
Lumber handler	1.35
Sweeper	1.32½

FUEL DEPARTMENT.

Straw boss	1.45
Truck driver	1.48
Bunkerman	1.37½
Hog feeder	1.35
Laborer	1.32½

REPAIR CREW.

Truck driver	1.48
Repairman	1.40
Laborer	1.32½

WATCHMAN.

Watchman, head	1.40
Patrolman	1.32½
Gateman	1.32½

SHOPS & CONSTRUCTION.

Electrician, head	1.68½
Electrician	1.62½
Electrician, helper	1.43
Lineman	1.62½
Machinist, head	1.68½
Machinest	1.62½
Shop helper	1.43
Welder	1.70½
Pipefitter, head	1.68½
Pipefitter	1.62½
Pipefitter, helper	1.43
Blacksmith	1.62½
Blacksmith helper	1.43
Boltman	1.65½
Millwright	1.50
Motor blower	1.35
Laborer	1.32½
Carpenter boss	1.83
Carpenter	1.62½
Carpenter helper	1.43
Sawfiler	1.67½
Hog Maintainance	1.50½
Painter, hand or spray	1.62½
Painter, helper, hand or spray	1.43

POWER HOUSE.

Ass't Chief Engineer	1.67½
Turbin operator	1.57
Brickmason	1.60
Fireman	1.48
Boiler room helper	1.37
Fuel house oiler	1.37½
Fuel house tender	1.34½
Laborer	1.32½

LOGGING OPERATIONS

TRAIN CREWS.

Head breakman	12.95
Second breakman	12.0[illegible]
Engineer	13.68
Fireman, Oil.	11.85
Fireman, Coal	11.69
Night watchman	11.83

YARDING & LOADING SKIDDER & SLACKLINE.

Skidder leverman	15.40
Slackline leverman	15.10
Duplex engineer	13.80
Duplex engineer (from).	15.40
Fireman, coal	12.08
Fireman oil	11.40
Head loader	14.50
Second loader	12.40
Chaser	12.00
Hooktender	15.40
Second hooker	12.90
Chokerman	11.80
Head rigger	16.00
Second rigger	14.20
Second second rigger	13.00
Third rigger	11.80
Signalman	11.80
Rigging slinger (slackline)	13.83
Coal passer	11.10
Unloading engineer	12.08

YARDING & LOADING HI-LEAD.

Yarding engineer	14.12
Duplex engine	13.80
Fireman, oil	11.40
Fireman coal	12.08
Head loader	14.50
Second loader	12.60
Chaser	12.00
Hooktender	15.40
Rigging slinger	13.00
Chokerman	11.80
Signalman	11.80

RIG-UP.

Engineer	12.08
Hooktender	14.80
Helper	11.80

GAS YARDER.

Engineer	14.12
Hooktender	15.40
Rigging slinger	13.00
Chokerman	11.80
Signalman	11.80
Chaser	11.80

YARDING or LOADING CAT.

Cat foreman or Cat hooker	14.20
Cat operator	14.12
Chokerman	11.80

FOHNSON GAS YARDER.

Hooktender	12.60
Engineer	12.80
Helper or rigger	12.10

LOCOMOTIVE CRANE.

Crane operator	15.80
Head loader	14.60
Second loader	12.60

MISCELLANEOUS.

Pumpman	11.00
Pipes	11.60
Wood bucker	11.40
Wood splitter	11.00
Car inspector	14.[illegible]
Car knotter	11.36
Scaler, woods	1[illegible].45
Filer	[illegible]
Spark chaser	12.60
Fire protection	12.50
Windfall bucker	12.80
Green timber bucker	12.80
Head faller	13.00
Second faller	12.80
Faller, power saw	15.40
Speeder operator	11.70
Truck driver	14.20
Watchman (woods)	11.00
Telephone man	11.80
Caretaker	10.60

MACHINE SHOP.

Blacksmith	13.50
Blacksmith helper	11.60
Car repair	13.60
Carpenter	12.75
Carpenter helper	11.10
Mechanic	13.60
Gas mechanic	13.00
Lathe operator	14.00
Splicer	13.60
Welder	13.60
Shop helper	11.50
Boilermaker	13.25
Boilermaker helper	11.50
Assistant shop foreman	15.28

RAILROAD CONSTRUCTION & MAINTAINANCE.

Shovel or cat foreman	15.45
Road grader operator	14.20
Fitman	14.80
Powderman	12.93
Section foreman	12.10
Sectionman	10.90
Steel foreman	12.40
Steelman	11.00
Trackwalker	11.00
Shovel operator	16.60
Bulldozer operator	16.16
Broadaxe man	12.60
Pile driver foreman	15.00
Pile driver engineer	13.40
Pile driver helper	12.50
Pile driver deckman	12.12
Pile driver fireman	11.40

COOKHOUSE.

Head cook	14.72
Second cook	12.48
Kitchen helper	10.82
Utility man	10.60
Baker	12.48
Baker helper	10.60
Dishwasher	10.60
Lunches	10.60
Waitress	10.60
Bedmaker	10.60
Bullcook, head	11.30
Bullcook	10.60

COMPANY Timber Producers' Ass'n.

UNION Woodworkers--CIO

LOCATION Duluth. Minn. (Great Lakes area)

SIZE OF COMMUNITY 100-500,000

EFFECTIVE DATE June 1947

WAGE REOPENING April 1948

HOURLY EMPLOYEES

Blacksmith, large crew	1.18
Blacksmith, small crew	1.10
Camp Carpenter	1.06
Combination Blacksmith and Handy Man, small crew	1.10
General Woods Work, Construction Labor	.93
Ground Men, Cant Hook Men, Chainers, Hookers and Slack Pullers	.96½
Handy Man, first class	1.06
Handyman's Helper	.93
Hookman, Decking Power	.96½
Sawyers, Pulp, Tie Cuts	.93
Sawyers, Logs	.96½
Saw Filer	1.08
Steam Top Loader	1.14½
Steam Top Loader's Helper	1.03½
Stationary and Portable Gas Jammer Operator	1.03½
Strippers	.96½
Teamsters—4 Horse	1.03½
Teamsters—2 Horse	.96½
Teamsters—1 Horse	.94½
Teamsters, Cross Haul	.96½
Top Decker, Power	1.03½
Top Loader, Sleighs, Trucks, Power	1.11
Top Loader's Helper	.93
Top Loader, Sleigh Haul, Horse Jammer	.98½
Caterpillar Driver, D-4, T. D. 9 and larger	1.16½
Caterpillar Driver, D-2, T. D. 6 and smaller	1.16½
Bulldozer Operator, D-2, T. D. 6 and smaller	1.16½
Bulldozer Operator, D-4 T. D. 9 and larger	1.23
Caterpillar Helper	.94
Clam Operator	.....
Power Saw	.....

PORTABLE SAWMILL EMPLOYEES

	Less than 10M Capacity per day	10M to 20M per day
Deckman	.98	1.03
Dogger	.93	.98
Setter	1.03	1.08
Filer	1.13	1.18
Sawyer	1.18	1.33
Tail Sawyer	.93	.98
Edgerman	1.08	1.14½
Pick Edgings	.93	.98
Trimmer	.98	1.03
Slabs	.93	.98
Piling Lumber	.98	1.03
Handling	.93	.98
Teamsters	.98	.98

PEELED SPRUCE AND BALSAM PULPWOOD

* 3"	top up to 3½"	5¾c per stick
3½"	top up to 6"	10c per stick
6"	top up to 8"	13¾c per stick
8"	top up to 10"	27¼c per stick
10"	top up to 15"	37c per stick
15"	top and up	57¾c per stick

PEELED JACKPINE PULPWOOD

* 4"	top up to 5"	7¼c per stick
5"	top up to 8"	9¾c per stick
8"	top up to 13"	19½c per stick
13"	top and up	26¾c per stick

PEELED POPLAR PULPWOOD

5"	top up to 11"	12¼c per stick
11"	top and up	19½c per stick

In special cases where there is a small run of poplar, a price of 7¾ per stick shall be designated on the ground.

ROUGH SPRUCE, BALSAM AND TAMARACK PULPWOOD

* 3"	top up to 4"	4c per stick
4"	top up to 7"	6¾c per stick
7"	top up to 10"	11¾c per stick
10"	top up to 15"	19½c per stick
15"	top and up	29¼c per stick

*Does not apply on North Shore Operations.
†If requested to be cut.

100" ROUGH POPLAR PULPWOOD

5"	top up to 11"	7¾c
11"	to and up	12¼c
50"	Poplar Pulpwood price to be negotiated at camp.	

ROUGH JACKPINE BOX BOLTS

5"	top up to 8"	7¼c
8"	top up to 15"	15½c
15"	top and up	23½c

ROUGH JACKPINE PULPWOOD

5"	top up to 8"	7¼c per stick
8"	top up to 15"	14¼c per stick
15"	top and up	21½c per stick

100" POPLAR BOX BOLTS

5"	top up to 11"	8½c per stick
11"	top and up	13¾ per stick
50"	Poplar price to be negotiated at camp.	

The following schedule of prices will be paid where pulpwood is required to be cut in 50" lengths and same to be put in racked piles of not less than ¼ cord to each pile. Wood shall be piled in a good workmanlike manner.

50" rough spruce	$6.65	per cord
50" peeled spruce	$10.14	per cord

(Regardless of the number of sticks contained therein.)

It is further understood that 50" wood shall be scaled as 4 foot wood and the cutting of strip roads is included in the per cord price schedule above.

TIES—Cut, Peeled and Bunched

Cedar	9" and up	38¼c
Tamarack	9" and up	38¼c
Jackpine	9" and up	36½c
Birch	9" and up	57¾c
Poplar	9" and up	36½c

TIE CUTS—Cut and Swamped

Cedar	9" and up	17½c
Tamarack	9" and up	15½c
Jackpine	9" and up	15½c
Poplar	9" and up	15½c
Birch	9" and up	23½c
Mixed, 8" to 9" top		13¾c
Mixed, 7" to 8" top		8½c

More than one 6 x 8 tie in a cut, double the price.

GRADE TIES—Cut, Peeled and Bunched

Poplar, Cedar, Tamarack, Jackpine and Birch ..... 8" to 9" top 27¼c

TIE LOADING OF CARS

Cedar Ties,, 4½c; Poplar, 6½c; Tamarack, 5¼c; Birch and other hardwoods, 7¾c; Cedar, Cull Ties, usable and Substandard Cedar Ties, 2½c.

PULP LOADING FROM STRIPS
UNLOADING AT LANDING
LOADING FROM LANDING TO CARS
PULP SKIDDING FROM STRIPS
SKIDDING AND DECKING TIES, TIE CUTS, LOGS, MINING TIMBER AND CEDAR

On these items the Employers shall have the right to agree with Employees individually what the wage schedule or piecework price shall be.

PEELING FOREST PRODUCTS ON LANDING

Balsam Pulpwood	6½cper stick
Poplar Pulpwood	6½cper stick
Jackpine Pulpwood	6½cper stick
*Spruce Pulpwood	7¾c per stick

*Double on 12" wood.

TIES—Peeled, Slabbed or Hewed

Peeling Poplar Ties	5¾c
Peeling Cedar Ties	5¾c
Peeling Tamarack Ties	5¾c
Peeling Jackpine Ties	5¾c
Peeling Softwood Cull Ties	4½c
Peeling Hardwood Ties	8½c

SQUARE TIES

All kinds of timber	4½c

WHITE AND NORWAY PINE LOGS

Cut and Swamped

6" to 9" inclusive, top diameter, $1.30 per hundred lineal feet. 9" to 18" top diameter $2.60 per hundred lineal feet. 18" and up $4.55 per hundred lineal feet

MINING TIMBER

Tamarack, Spruce, Jackpine, White Pine and Norway

7" to 9"	$1.30 per 100 ineal ft.
9" to 15"	$2.60 ped 100 lineal ft.

PILING—Cut, Swamped and Peeled

8" to 30 feet, and longer, $5.20 per hundred lineal feet.

Cedar Products — Cut, peeled and Bunched

4" post and larger	x 7 ft.,	9c per piece
5" post and larger	x 8 ft.,	13c per piece
5" post and larger	x 10 ft..	15½c per piece
5" post and larger	x 12 ft.,	24¾c per piece
4" pole and larger	x 16 ft.,	28½c per piece
5" pole	x 20 ft.,	49½c per piece
6" & 7" pole	x 20 ft.,	57¼c per piece
5" pole	x 25 ft.,	62½c per piece
6" pole	x 25 ft.,	79¼c per piece
5" pole	x 30 ft.,	88½c per piece
6" pole	x 30 ft.,	1.15¾ per piece
7" pole	x 30 ft.,	1.35¼c perpiece
6" pole	x 35 ft.,	1.73½c per piece
7" pole	x 35 ft.,	2.02¾c per piece
6" pole	x 40 ft.,	2.51 c per piece
7" pole	x 40 ft.,	3.08¾c per piece

PEELING CEDAR POSTS

	on landing	Cut Rough & Bunch
7 ft. posts, peeling 4" and up	5¼c	.4½
8 ft. posts, peeling 5"	6½c	.6½
10 ft. posts, peeling 5"	9 c	.7¾
12 ft. posts, peeling 5"	14¼c	.10½
16 ft. posts, peeling 4"	15½c	.13
20 ft. poles, peeling 4"	23½c	.26
25 ft. poles, peeling 4"	36½	.32½
30 ft. poles, peeling 5"	50 c	.52
35 ft. poles, peeling 6"	77¼c	.84½
40 ft. poles, peeling 6"	96¾c	1.17
45 ft. poles, peeling 6"	1.15¾	1.30
6 ft. Cedar Lagging		———
6 ft. Jackpine Lagging		———

6 ft. Jackpine and Cedar Lagging schedules shall be negotiated by the Company and Union where Lagging is cut.

SCHEDULE FOR 30 DAY EMPLOYERS

	Straight Time Hours	Overtime Hours	Regular Rate	Overtime Rate	Minimum Weekly Hours
Cook, 125 men and over	40	44	.80	1.20	84 hrs. week
Cook, 100 to 125 men	40	44	.75	1.125	84 hrs. week
Cook, 60 to 100 men	40	43½	.70	1.05	83½ hrs. week
Cook, 30 to 60 men	40	38½	.70	1.05	78½ hrs. week
Cook, 15 to 30 men	40	25½	.70	1.05	65½ hrs. week
Cook, 1 to 15 men	40	20	.70	1.05	60 hrs. week
Second Cook, 90 men	40	28	.70	1.05	68 hrs. week
Cook Helper, 60 men	40	23	.70	1.05	63 hrs. week
Combination Bullcook and Cookee	40	18	.70	1.05	58 hrs. week
Cookee	40	18	.70	1.05	58 hrs. week
Bullcook	40	18	.70	1.05	58 hrs. week
Night Janitor	40	18	.70	1.05	58 hrs. week
Barn Boss up to 10 teams	40	20	.70	1.05	60 hrs. week
Barn Boss, over 10 teams	40	28	.70	1.05	68 hrs. week

COMPANY. Confidential

UNION: District 50. Mine Workers

LOCATION: Middle Atlantic

SIZE OF COMMUNITY. 25-100,000

EFFECTIVE DATE: June 1947

WAGE REOPENING. At any time

Shift Bonus: 5¢ on shift work

Laborers		.955
Watchmen		9.75
Leaders—labor		.995
Baggers—spray tower		.995
Firemen—second class		.995
Logwood driers—laborers	basic	.955
	min.	1.075
	max.	1.105
Logwood driers—leaders	basic	.995
	min.	1.125
	max.	1.155
Helpers—machine shop—2nd class		1.005
Convertors—apprentice		1.005
Mixture man		1.005
Wood chippers		1.035
Wood blaster		1.055
Convertor		1.165
Crane operator		1.055
Knife grinder		1.065
Evaporator man—apprentic		1.075
Assistant—shipper		1.085
Helpers—machine shop—1st class		1.165
Firemen—first class		1.165
Extractor operators		1.165
Spray tower operators		1.165
Oilers—engine room		1.165
Truck driver		1.165
Engineers—second class		1.225
Evaporator man—senior		1.255
Machinist		1.265
Carpenter—maintenance man (B)		1.315
Carpenter—maintenance man (A)		1.365
Welder and maintenance man		1.365
General maintenance man		1.365
Engineers—first class		1.385
Electrician and maintenance man		1.425
Pipe fitter and maintenance man		1.425
Maintenance mechanic		1.595

COMPANY: Western Wood Preserving, Inc
UNION: District 50, Mine Workers

LOCATION: Denver, Colo.

SIZE OF COMMUNITY: 100-500,000

OCCUPATION	HOURLY RATE
Mechanic	$1.16
Mechanic Helper	.98
Treating Operator	1.16
Fireman	1.00
Crane Operator	1.16
Crane Crew	.93
Checker	1.02
Laborers	.90
Yard Leadman	1.02

EFFECTIVE DATE: January 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 4¢ on 2nd, 6¢ on 3rd shift

Blacksmith	1.06
Framing Crew Leader	1.02
Framing Crew (roofing-boring-holes-cutting gaens)	.95
Framing Helper (Turning, marking and holding pole at framing table)	.93
Cleaning Bark	.90
Turning and holding poles for work on skids	.90
Branding	.93
Peeling Machine Operator	1.16
Peeling Machine Head-Feeder	.95
Peeling Machine Feeders	.90
Head Doorman	.95
Doorman Helper	.90

COMPANY. Confidential (Plywood)

UNION: Carpenters--AFL

LOCATION: South Central and Great Lakes

SIZE OF COMMUNITY ---

EFFECTIVE DATE: February 1947

WAGE REOPENING. August 1947; 1-yr. agmt.

Shift Bonus: 3¢ on 2nd, 5¢ on 3rd shift

LABOR GRADE 1. .67 — .77 per hour
Start at .67, eligible for .71 at the end of 30 days.
Eligible for .75 at the end of 60 days.
Eligible for .77 at the end of 90 days.

LABOR GRADE 2. .72 — .82 per hour
Start at .72, eligible for .76 at the end of 30 days.
Eligible for .80 at the end of 60 days.
Eligible for .82 at the end of 90 days.

LABOR GRADE 3. .77 — .87 per hour
Start at .77, eligible for .81 at the end of 30 days.
Eligible for .85 at the end of 60 days.
Eligible for .87 at the end of 90 days.

LABOR GRADE 4. .82 — .92 per hour
Start at .82, eligible for .86 at the end of 30 days.
Eligible for .90 at the end of 60 days.
Eligible for .92 at the end of 90 days.

LABOR GRADE 5. .87 — .97 per hour
Start at .87, eligible for .91 at the end of 30 days.
Eligible for .95 at the end of 60 days.
Eligible for .97 at the end of 90 days.

LABOR GRADE 6. .94½ — 1.04½ per hour
Start at .94½, eligible for .98½ at the end of 30 days.
Eligible for 1.02½ at the end of 60 days.
Eligible for 1.04½ at the end of 90 days.

LABOR GRADE 7. .97 — 1.07 per hour
Start at .97, eligible for 1.01 at the end of 30 days.
Eligible for 1.05 at the end of 60 days.
Eligible for 1.07 at the end of 90 days.

LABOR GRADE 8. 1.02 — 1.12 per hour
Start at 1.02, eligible for 1.06 at the end of 30 days.
Eligible for 1.10 at the end of 60 days.
Eligible for 1.12 at the end of 90 days.

LABOR GRADE 9. 1.27 per hour

COMPANY: Niagara Falls Lumber and Mill Owners
UNION Carpenters--AFL

LOCATION: Niagara Falls, N.Y.

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE. May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates: $1.47½ for journeymen millmen, cabinet makers, sawyers; $1.22½ for boxmakers

COMPANY Confidential

UNION District 50, Mine Workers

LOCATION South Central

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE. May 1947

WAGE REOPENING November 1947, May 1948

Shift Bonus: 3¢ on 2nd, 5¢ on 3rd shift

NON-INCENTIVE JOBS

LIST OF JOBS BY LABOR GROUPS AND RATE RANGES

Job Name

Group 1
Rate $1.25 to $1.45
Electrician, Class A
Machinist, Class A

Group 2
Rate Range $1.15 to $1.35
Pipefitter, Class A

Group 3
Rate Range $1.05 to $1.25
Operator, Steam Derrick, Class A
Millwright, Class A
Grader, Lumber, Green Chain, Saw Mill

Job Name

Inspector, Lumber (Not Mahogany)
Operator, Locomotive Crane
Filer, Circular Saw, Class A

Group 4
Range $.95 to $1.15
Group Leader, Shipping Department
Filer, Saw and Knife Grinder
Group Leader, Set Up Men, Dimension Mill
Mechanic, Truck and Tractor, Class A
Engineer, Stationary, Class A
Welder, Acetylene & Electric
Operator, Kiln, Class A
Blacksmith, Class A
Carpenter, Class A

Group 5
Rate Range $.85 to $1.05
Group Leader, Dimension Mill
Machinist, Class B
Electrician, Class B
Filer, Circular Saw, Class B
Operator, Steam Derrick, Class B
Millwright, Class B

Group 6
Rate Range $.75 to $.95
Painter, Maintenance
Operator, Planer, Rough, Finish & Face
Guard, Chief
Blacksmith, Class B
Hostler, Boiler, Boat and Derrick
Operator, Swing Saw, Fancy Veneer
Carpenter, Class B

Group 7
Rate Range $.70 to $.90
Pipefitter, Class B
Helper, Maintenance

Job Name

Fireman, Stationary Boiler, Class A
Inspector, Fancy Face, Veneer, Class A
Guard
Clerk, Receiving, Store Room
Checker
Inspector, Final
Patcher, Wood Fanels

Group 8
Rate Range $.70 to $.85
Driver, Delivery Truck
Inspector, Fancy Face Veneer, Class B
Operator, Thumb Saw
Operator, Chute Dragline
Mechanic, Truck and Tractor, Class B

Group 9
Rate Range $.65 to $.80
Operator, Kiln, Class B
Operator, Ross Carrier, Dump Truck & Tractor
Engineer, Stationary, Class B
Hooker, Log Derrick
Group Leader, Labor
Inspector, Plain Veneer
Cook, Cafeteria
Oiler

Group 10
Rate Range $.60 to $.75
Feeder, Face Planer
Fireman, Stationary Boiler, Class B
Handler, Lumber, Green Chain
Helper, Swing Saw, Fancy Veneer
Teamster
Operator, Swing Saw, Scrap, Dimension Mill
Watchman
Operator, Hog

Job Name

Group 11
Rate Range $.60 to $.70
Laborer
Taper, Hand
Patchers and Dopers

Group 12
Rate Range $.60 to $.65
Patcher, (Backs)
Helper, Cafeteria
Waitress, Cafeteria
Janitor
Sweeper
Trainees
Maid

INCENTIVE JOBS

LIST OF JOBS BY LABOR GROUPS AND RATE RANGES

Job Name

Group 1
Rate $1.11 ($1.39 at 125% Eff)
Filer, Saw, Band Mill
Sawyer, Master, Band Mill

Group 2
Rate $1.02 ($1.28 at 125% Eff)
Operator, Lathe, Veneer, Class A

Group 3
Rate $.95 ($1.18 at 125% Eff)

Group 4
Rate $.88 ($1.10 at 125% Eff)
Sawyer, Band Mill, Class B

Job Name

Group 5
Rate $.83 ($1.04 at 125% Eff)
Blocksetter
Operator, Lathe, Veneer, Class B

Group 6
Rate $.78 ($.98 at 125% Eff)
Operator, Planer, Rough
Scaler, Log
Operator, Edger
Setup Man, Sawing
Group Leader, Log Deck
Setup Man
Operator, Resaw, Sawmill
Operator, Hot Press, Class A
Operator, Trimmer, Saw Mill

Group 7
Rate $.73 ($.91 at 125% Eff)
Operator, Jointer, Veneer
Operator, Glue Wheel
Operator, Splicer, Diehl, Class A
Operator, Clipper, Fancy Face Veneer
Operator, Clipper, Automatic, Coe
Offbearer, Band Saw
Dogger, Class A
Operator, Stroke Sander
Operator, Crosscut Saw, Class A, Dimension Mill
Operator, Rip Saw, Dimension Mill
Inspector, Plywood

Group 8
Rate $.68 ($.85 at 125% Eff)
Operator, Cross Cut Saw, Class B, Dimension Mill
Operator, Splicer, Diehl, Class B
Mixer, Glue, Plywood Mill
Operator, Tape Machine, Class B
Helper, Edger
Operator, Clipper, Plain Veneer
Operator, Drum Sander
Loader, Trimmer
Operator, Drag Saw
Serviceman
Operator, Clipper, Green Veneer

Group 9
Rate $.65 ($.82 at 125% Eff)
Operator, Hot Press, Class B
Stacker, Lumber
Helper, Clipper, Fancy Veneer
Dogger, Class B
Operator, Double Rip & Cutoff Saw, Panel
Deck Head
Operator, Tipple, Coe Lathe
Operator, Block Chain
Operator, Square Clipper
Feeder or Helper, Glue Spreader
Operator, Match Saw, Dimension Mill
Offbearer, Ripsaw, Dimension Mill
Offbearer and Grader, Dryer
Operator, Slab Saw
Offbearer & Grader, Clipper Conveyor Belt
Cleaner, Log

Group 10
Rate $.63 ($.78 at 125% Eff)
Mixer, Glue, Dimension Mill
Helper, Lathe
Helper, Drum Sander
Operator, Swing Saw, Veneer Salvage
Helper, Jointer, Merritt
Offbearer, Splicer, Fancy Face
Offbearer, Green Veneer, Coe Clipper
Handler, Log, Skidway
Offbearer, Tape Machine & Splicer
Helper, Rough Planer
Facier, Dryer
Offbearer, Match Saw, Dimension Mill

Group 11
Rate $.60 ($.75 at 125% Eff)
Helper, Drag Saw
Offbearer, Resaw
Offbearer, Edger
Helper, General, Class B
Trucker, Mill
Helper, Inspector
Operator, Conveyor, Coe Clipper
Helper, Class C, Unspecified

Group 12
Rate $.60 ($.75 at 125% Eff)
None listed.

COMPANY: Confidential (Wood Preserving)
UNION: District 50, United Mine Workers
LOCATION: South Atlantic
SIZE OF COMMUNITY: 25-100,000
EFFECTIVE DATE: October 1947
WAGE REOPENING: None specified; 1-yr. agmt.

PIECE WORK RATES ON GUM CROSSTIES

Cars to Stacks	
6 x 8 x 8'	.0307
6 x 8 x 8'6"	.0350
All 7 x 8'6"	.0390
All 7 x 8'	.0350

Stacks to Trams	
6 x 8 x 8'	.0301
6 x 8 x 8'6"	.0327
All 7 x 8'6"	.0354
All 7 x 8'	.0315

Trams to Cars	
6 x 8 x 8'	.0301
6 x 8 x 8'6"	.0327
All 7 x 8'6"	.0354
All 7 x 8'	.0315

PIECE WORK RATES ON OAK CROSSTIES

Cars to Stacks		
8'6"	All Grades	.0410
8'	All Grades	.0390

Stacks to Trams		
8'6"	All Grades	.0375
8'	All Grades	.0321

Trams to Cars

8'6" All Grades	.0375
8' All Grades	.0321

SCHEDULE OF PIECE WORK ON POLES

Standard Gaines	.0084
Special Gains	.0169
All Holes	.0084

Roof and Butt Cut

Class	1	2	3	4	5	6	7	9	10
Roof - One Way	.081	.073	.068	.061	.053	.048	.040	.035	.026
Roof - Two Way	.111	.103	.093	.084	.073	.065	.056	.048	.037

Knotting and Scraping 100 Lin. Ft. Machined Poles

Standard	.404	.383	.361	.339	.317	.290	.272	.251	.232
Pretreats	.202	.192	.182	.170	.158	.149	.137	.128	.116

All Piling

Knotting and Scraping - Summer Cuts - .94 per 100 Lin. Ft.
Plus 5¢ for each cut

Winter Cuts - 1.71 per 100 Lin. Ft.
Plus 5¢ for each cut

All Poles - Not Machined

Knotting and Scraping - Summer Cuts - .94 per 100 Lin. Ft.
(Balance same as Machined Poles)

Twenty cents (20¢) per day for the use of tools where such tools are furnished by piece workers.

Classification	Rate
Locomotive Engineer	$1.17
Crane Operator	1.17
Treating Engineer	1.17
Apprentice Treating Engineer	.78 to .88
Pole Mill Operator	1.17
Maintenance Mechanic	1.17
Wood Working Machine Maintenance Man	1.17
Adzing & Boring Mill Operator	1.01
Crane Groundmen	.86
Locomotive Switchmen	.86
Cylinder Labor	.84
Pole Mill Labor	.82
Maintenance Mechanic Helper	.84
Boiler Room Firemen	.91
Pole Brander	.88
Pole Hauler Assistant	.88
Pole Hauler	.93
Lumber Framer	1.01
Assistant Pole Yard Foreman	1.08
Pole Machine Feeder	.84
Common Labor	.78
Pole Mill Checker	1.01
Track Repair Crew Leader	.84
Car Loading Hoist Labor	.86

PIECE WORK RATES ON PINE CROSSTIES

Cars to Stacks

6 x 8 x 8'	.0268
7 x 8 x 8'	.0337
7 x 9 x 8'	.0337
6 x 8 x 8'6"	.0307
7 x 8 x 8'6"	.0350
7 x 9 x 8'6"	.0350

Stacks to Trams

6 x 8 x 8'	.0205
7 x 8 x 8'	.0234
7 x 9 x 8'	.0234
6 x 8 x 8'6"	.0245
7 x 8 x 8'6"	.0288
7 x 9 x 8'6"	.0288

Trams to Cars

6 x 8 x 8'	.0205
7 x 8 x 8'	.0234
7 x 9 x 8'	.0234
6 x 8 x 8'6"	.0245
7 x 8 x 8'6"	.0288
7 x 9 x 8'6"	.0288

COMPANY: Confidential (Logging Operators)
UNION: Woodworkers--CIO.
LOCATION: Pacific (Interstate)
SIZE OF COMMUNITY: ---
EFFECTIVE DATE: April 1947
WAGE REOPENING: September 1947, April 1948
Hiring Rate: $1.32½ for unskilled labor

Shift Bonus: 3¢ for night work

Job:	Rate Per Hour:
Signal Man - Yarder and Cold Deck	$1.47½
Head Rigger	1.65
Second Loader (long logs)	1.57½
Second Loader (short logs)	1.55
Pitman in Pit or on Grade	1.35
Pitman -- Chunk Out	1.47½
Locomotive Fireman	1.40
Donkey Fireman	1.35
Choker Setter	1.47½
Chaser	1.47½
Rig-up Man	1.47½
Third Rigger	1.47½
Choker Hole Digger	1.47½
Head Faller	1.62½
Second Faller	1.60
Bucker	1.60
Boomman	1.59½

COMPANY Confidential (Wood Preserving)
UNION Gas, Coke and Chemical Workers--CIO
LOCATION South Atlantic
SIZE OF COMMUNITY Under 25,000
EFFECTIVE DATE October 1947
WAGE REOPENING None specified; 1-yr. agmt.

Crosstie Carrier Operator	$1.145	per hour
Crane Operators	1.22	per hour
Locomotive Engineers	1.145	per hour
Treating Engineers	1.22	per hour
Apprentice Treating Engineers	.89 to 1.09	per hour
Crosstie Central Unloading Station Operator	1.11	per hour
Mill Production Inspectors	.89	per hour
Checkers	.945	per hour
Pole Branders	.89	per hour
Pole Framer, Framing Timber	1.09	per hour
Maintenance Mechanics	1.22	per hour
Re-saw and Planer Operators	1.035	per hour
Saw Filer	1.11	per hour
Adzing Machine Operators	1.11	per hour
Pole Machine Operators	1.25	per hour
Storekeeper	.98	per hour
Assistant Pole Yard Foreman	1.11	per hour
Fireman	.89	per hour
Semi-skilled Labor	.84	per hour
Unskilled Labor	.78	per hour

PIECE WORK RATES

36% to be added

		Crossties -- Each To Stack	Stacks to Trams
Pine	6 x 8 - 8'	.0198	.0165
	6 x 8 - 8'6"	.0253	.0198
	All 7"	.0286	.0231
Gum	6 x 8 x 8'	.0253	.0242
	6 x 8 x 8'6"	.0286	.0264
	All 7"	0319	.0286
	Painting Stringers	.0066	
Oak	6 x 8 - 8'	.0253	.0242
	6 x 8 - 8'6"	.0286	.0264
	All 7"	.0319	.0286
	Clipping	.0077	
Sawing off ends of Crossties		.0605	
Sawing off ends of Switchties		.0792	
Clipping Switchties		.0154	

PIECE WORK RATES (in cents)

FRAMING POLES

51% To Be Added

All Holes Plugged	.1 Each
All Standard Gains	.51 Each
Special Gains	1.5 Per Lineer Foot

	CLASSES							
	1	2	3	4	5	6	7-8 -9	10
Holes	.8	.75	.7	.55	.5	.55	.5	.45
One Way Roof	5.	5.	4.	3.5	3.	2.5	2.	1.5
Two Way Roof	8.	6.7	5.3	4.7	4.	3.3	2.7	2.
Butt Cut	9.	7.5	6.	5.	4.	3.5	3.	2.5
Per 100 Lin.Ft.								
Set Up	14.	13.	12.	11.	10.	8.	6.	4.
Knotting	7.	6.5	6.	5.5	5.	4.5	4.	3.5
Knotting Rough Poles	42.	36.	31.	27.	24.	21.	18.	15.
Scraping Rough Poles								
Summer Cut	13.	12.	11.	10.	9.	8.	7.	6.
Winter Cut	105.	90.	77.5	57.5	60.	52.5	45.	37.5

COMPANY. Confidential
UNION Woodworkers--CIO
LOCATION South Central
SIZE OF COMMUNITY Under 25,000
EFFECTIVE DATE July 1947
WAGE REOPENING. At any time after first 3 mos.

Hiring Rate: 70¢ min. (at sawmill, lumber yard, dry kilns, veneer mill, and rough finish mills)

Shift Bonus: 4¢ on night shift (if more than 50% of scheduled hrs. are after 3 p.m.)

COMPANY: Lumber Trade Ass'n. of Cook County

UNION: Teamsters,--AFL

LOCATION: Illinois

SIZE OF COMMUNITY: -- --

EFFECTIVE DATE: July 1947

WAGE REOPENING None specified; agmt. expires Oct. 1948

Teamsters:	
Single Wagons	$1.34 per hour
Double Wagons	1.38 per hour
Three Horse Wagons	1.42½ per hour
Truck Drivers:	
Truck Drivers, Truck Drivers operating tractors for yard work, truck drivers operating yard loaders and carriers	$1.42½ per hour

COMPANY. American Brass Co.

UNION: Mechanics Educational Society

LOCATION: Buffalo, N. Y.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING May 1948

Hiring Rate: $36.50 min. for salaried employees and $1.13 min. for hourly employees; covers clerical and laboratory employees

Shift Bonus: 5¢ on 2nd, 7½¢ on 3rd shift

Hourly Labor Grade 1—
$1.13 to $1.21 Max.
Operation Premium Clerk
Receiving Clerk, Grade II
Storeroom Clerk, Grade III

Hourly Labor Grade 2—
$1.13 to $1.24 Max.
Perpetual Inventory Clerk
Record Clerk
Scrap Clerk, Grade II
Time Clerk, Grade II

Hourly Labor Grade 3—
$1.15 to $1.28 Max.

Hourly Labor Grade 4—
$1.17 to $1.31 Max.
Metal Tester

Hourly Labor Grade 5—
$1.19 to $1.35 Max.
Packing Clerk
Scrap Clerk, Grade I
Shipping Clerk, Grade II
Storeroom Clerk, Grade II

Hourly Labor Grade 6—
$1.21 to $1.38 Max.
Promise Clerk, Grade II
Service Department Clerk, Grade II
Storeroom Clerk, Grade I
Time Clerk, Grade I
Timekeeper, Production, Grade II
Traffic Clerk & Switchman

Hourly Labor Grade 7—
$1.25 to $1.45 Max.
Mill Department Clerk, Grade I
Promise Clerk, Grade I
Service Department Clerk, Grade I
Shipping Clerk, Grade I
Timekeeper, Production, Grade I

Hourly Labor Grade 8—
$1.29 to $1.53 Max.
Receiving Clerk, Grade I

Hourly Labor Grade 9—
$1.35 to $1.60 Max.
Quality and Scrap Man

Salaried Labor Grade I—
$36.50 to $49.00 Max.
Laboratory Assistant, Grade II

Salaried Labor Grade 2—
$42.50 to $56.00 Max
Products Cost Clerk, Grade I

Salaried Labor Grade 3—
$48.00 to $63.50 Max.
Laboratory Assistant, Grade I
Products Cost Clerk, Compiler
Storeroom Clerk, Special

COMPANY. Revere Copper and Brass, Inc.

UNION: Interstate Metal Workers Union ~~Mechanics Educational Society~~

LOCATION: New Bedford, Mass.

SIZE OF COMMUNITY 100-500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING. May 1948

Hiring Rate: $1.07 min.

Shift Bonus: 5¢ on 2nd, 8¢ on 3rd shift

COMPANY: Acklin Stamping Co.

UNION: Auto Workers--CIO

LOCATION: Toledo, Ohio

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: At any time

Shift Bonus: 5¢ on 2nd and 3rd shift

Shipping:			
Clerk	$1.24½	30 days	$1.39½
Packers	1.16½	30 days	1.34½
Scale Leader			1.64½
Scale men			1.39½
Truck (auto)	1.28½	30 days	1.88½
Inspection:			
Female 100% Inspectors	1.13½	30 days	1.18½
D Male 100% Inspectors	1.23½	30 days	1.29½
C Male Floor Check, Incoming materials			1.36½
B Male Crib, Floor Check			1.44½
A Male Crib, Floor Layout			1.66½
Salvage Repair	1.23½	30 days	1.29½
Salvage men (collects, sorts & poets)	1.26½	30 days	1.31½
Wash machine			1.23½
Inspector 100% in line production			1.84½
Floor Help Truckers—Leader			1.30
Floor Help—Truckers			1.16
Tumbling			1.16
Time keeper	1.14½	60 days	1.19½
Degreaser—Operator	1.34½	30 days	1.39½
Degreaser—Helper			1.20
Die Setter—(Full time)	1.43½	30 days	1.63½
Operator Die Setter			1.48½
Operator Die Setter Helper (pulls dies and helps set)			1.33½
Drill & lathe Set up	1.43½	30 days	1.63½
Spot welder Set up	1.38½	30 days	1.46½
Die Storage (Day)			1.33
Die Storage (night)			1.19

Male Piece Workers	Guarantee	Base 100% Production
Operator	$1.06½	$1.11½
Helper	1.06½	1.06
Female Piece Workers:		
Operator	.90½	.96½
Helper	.90½	.93

Die Shop:			
Leaders			1.98½
Tool & Die Maker A-1 (Tryout)	1.78½	30 days	1.83½
Tool & Die Maker A	1.68½	30 days	1.78½
Tool Maker	1.68½	30 days	1.78½
Tool Grinder	1.68½	60 days	1.78½
Night Leader			1.98½
Die Maker—Lathe Grinder	1.73½	30 days	1.83½
Lathe—Boring Mill	1.78½	30 days	1.83½
Lathe hand	1.53½	30 days	1.68½
Tool Crib	1.34½	30 days	1.39½
Cut off Man	1.39½	30 days	1.34½
Hardner	1.68½	30 days	1.78½
Apprentice	Start 7c increase every 1000 hours		.94½
Maintenance Department:			
Electricians A	1.60½	30 days	1.60½
Electricians Learner or helper	1.66½	30 days	1.46½
Machine Repair—Leader			1.63½
Machine Repair	1.40½	30 days	1.50½
Millwright	1.30½	30 days	1.40½
Millwright helper	1.20½	30 days	1.30½
Oilers	1.20½	30 days	1.30½
Air & Safety	1.35½	30 days	1.45½
Arc & Gas Welding	1.48½	30 days	1.66½
Painters			1.36½
Steel Department:			
Set up, operate shears, inspect hook up	1.22½	30 days	1.27½
Crane Operators	1.38½	60 days	1.83½
Mule Drivers	1.28½	30 days	1.83½
Gate man—Sweeper			1.14
Miscellaneous			1.16
Compound and stock	1.16	30 days	1.31
Firemen & Sweepers			1.10
Janitors			1.10
Janitress			1.10
Automatic Floor Cleaner			1.30

COMPANY: American Brass Co.

UNION: Mine, Mill and Smelter Workers--CIO

LOCATION: Torrington, Conn.

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: May 1948

Shift Bonus: 5¢ on 2nd, 7½¢ on 3rd shift

Class	Minimum	Maximum
A	$1.10	$1.16
B	1.12	1.19
C	1.15	1.23
D	1.17	1.26
E	1.19	1.30
F	1.21	1.33
G	1.25	1.40
H	1.29	1.48
I	1.35	—

COMPANY: Confidential (Dies and Castings)

UNION: Mine, Mill and Smelter Workers--CIO

LOCATION: Interstate

SIZE OF COMMUNITY: --

EFFECTIVE DATE: July 1947

WAGE REOPENING: May 1948

Shift Bonus: 12½% for night work

Note: Add 12¢ to all rates appearing below.

Labor Grades	Hiring Rate Minimum	Rate Within 30 Days of Hiring Minimum	Rate Within 90 Days of Classification Minimum	Minimum Rate Within 180 Days of Classification	Minimum Rate Within 15 Months of Classification	Maximum Rate
1	.92	.97	1.02	1.07	....	1.16
2	.95	1.00	1.05	1.10	.....	1.21
3	.99	1.04	1.09	1.14	..	1.27
4	1.06	1.10	1.15	1.20		1.34
5	1.10	1.15	1.20	1.25	.....	1.41
6	1.16	1.20	1.26	1.30	...	1.48
7	1.20	1.25	1.30	1.36	.	1.57
8	1.26	1.31	1.36	1.41	..	1.66
9	1.26	1.36	1.41	1.46	1.51	1.76
10	1.33	1.43	1.48	1.53	1.58	1.87
11	1.40	1.60	1.65	1.60	1.65	1.98
12	1.47	1.67	1.62	1.67	1.72	2.10

BONUS BASE HOURLY RATES FOR FOUNDRY INCENTIVE WORKERS

Labor Grade	Hiring Rate Minimum	Rate Within 30 Days of Hiring Minimum	Rate Within 90 Days of Classification Minimum	Minimum Rate Within 180 Days of Classification	Maximum Rate
4	.87	.92	.97	1.02	1.13
5	.91	.96	1.01	1.06	1.19
6	.95	1.00	1.05	1.10	1.24
7	None Hired —Upgraded	1.04	1.09	1.14	1.31

COMPANY: Confidential

UNION Mine, Mill and Smelter Workers--CIO

LOCATION. Middle Atlantic

SIZE OF COMMUNITY Under 25,000

EFFECTIVE DATE. June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: $1.09 min.

Shift Bonus: 6¢ on 2nd, 8¢ on 3rd shift

MAINTENANCE DEPARTMENT

Machinist 1st Class	per	hour	$1.59
Machinist 2nd Class	"	"	1.47
Machinist 3rd Class	"	"	1.36
Mill-wright 1st Class	"	"	1.55
Mill-wright 2nd Class	"	"	1.43
Mill-wright 3rd Class	"	"	1.31
Mill-wright Helper	"	"	1.21
Blacksmith 1st Class	"	"	1.55
Blacksmith Helper	"	"	1.21
Welder 1st Class	"	"	1.55
Welder 2nd Class	"	"	1.43
Welder 3rd Class	"	"	1.31
Pipe Fitter 1st Class	"	"	1.55
Pipe Fitter 2nd Class	"	"	1.43
Pipe Fitter 3rd Class	"	"	1.31
Pipe Fitter Helper	"	"	1.21
Pump Maintenance and Handy Man	"	"	1.31
Mechanic 1st Class	"	"	1.43
Mechanic 2nd Class	"	"	1.36
Mechanic 3rd Class	"	"	1.31
Mechanic Helper	"	"	1.21
Garage Mechanic	"	"	1.38
Carpenter 1st Class	"	"	1.55
Carpenter 2nd Class	"	"	1.43
Carpenter 3rd Class	"	"	1.31
Carpenter Helper	"	"	1.21
Mason	"	"	1.55
Mason Helper	"	"	1.21
Electrician 1st Class	"	"	1.55
Electrician 2nd Class	"	"	1.43
Electrician 3rd Class	"	"	1.31
Electrician Helper	"	"	1.21

Apprentice, Age 16—17

Start $.76 after 6 mos. $.81 after 1 year $.86

Apprentice, Age 17—18

Start $.81 after 6 mos. $.86 after 1 year $.91

DRESSING DEPARTMENT

Craneman	per	hour	$1.33
Bucket Operator	"	"	1.33
Press Operator	"	"	1.33
Basket Man	"	"	1.21
Perforating Machine	"	"	1.18
Laborer	"	"	1.16
White Scrap Sampler	"	"	1.31
Black Scrap Sampler	"	"	1.18
Operating Helper	"	"	1.18

DETINNING DEPARTMENT

1st Operator	per	hour	$1.38
Craneman	"	"	1.33
Evaporator Operator	"	"	1.31
Pumpman	"	"	1.28
Operating Helper	"	"	1.18
Janitor	"	"	1.17

PLATING AND REFINING DEPARTMENT

1st Operator	per	hour	$1.38
Plating Operator	"	"	1.25
Black Mud Operator	"	"	1.23
Tin Caster	"	"	1.21

RECLAMATION DEPARTMENT

1st Operator	per	hour	$1.35
Stannochlor Operator	"	"	1.25
Stannous Sulphate Operator	"	"	1.27
Still Operator	"	"	1.23
Operating Helper	"	"	1.18

ANTIMONY DEPARTMENT

1st Operator	per	hour	$1.32
2nd Operator	"	"	1.27
Operating Helper	"	"	1.20

YARD DEPARTMENT

Guard	per	hour	$1.16
Watchman	"	"	1.09
Gateman	"	"	1.11
Steam Crane Operator	"	"	1.41
Crane Hooker	"	"	1.23
Locomotive Engineer	"	"	1.41
Locomotive Brakeman	"	"	1.25
Truck Driver	"	"	1.23
Laborer	"	"	1.14
After one year	"	"	1.16
Janitor—Clean-up	"	"	1.09
Handyman	"	"	1.21
Group Leader	"	"	1.30

POWERHOUSE

Engineer	per	hour	$1.53
Fireman, licensed	"	"	1.23
Fireman, unlicensed	"	"	1.16

TITANIUM DEPARTMENT

1st Operator	per	hour	$1.295
2nd Operator	"	"	1.245
Mill Operator	"	"	1.245
Laborer	"	"	1.18

METALS DEPARTMENT

1st Operator	per	hour	$1.33
Furnace Operator—Aluminum, Oxide & Metals	"	"	1.275
Furnace Operator Helper	"	"	1.23
Puddler	"	"	1.275
Machine Operator A	"	"	1.275
Metals Weigher	"	"	1.275
Crucible Maker	"	"	1.275
Shipper A	"	"	1.245
Electric Truck Operator	"	"	1.275
Packer	"	"	1.21
Machine Operator B	"	"	1.21
Feeder	"	"	1.23
Crucible Maker	"	"	1.23
Operator Helper	"	"	1.21

COMPANY: American Brass Co.

UNION: Marine and Shipbuilding Workers--CIO

LOCATION: Waterbury, Conn.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: June 1948

Shift Bonus: 5¢ on 2nd, 7½¢ on 3rd shift

Class	Minimum	Maximum
A	$1.10	$1.16
B	1.12	1.19
C	1.15	1.23
D	1.17	1.26
E	1.19	1.30
F	1.21	1.33
G	1.25	1.40
H	1.29	1.48
I	1.35	—
FEMALES		
W	$1.00	$1.03
X	1.03	1.08

COMPANY: American Brass Co.

UNION: Auto Workers--CIO

LOCATION: Detroit, Mich.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: May 1948

Hiring Rate: $1.13 min.

Shift Bonus: 5¢ on 2nd, 7½¢ on 3rd shift

Note: Except in classifications 1, 2 and 3, employees advance to the mid-point of their classification rate range as follows:

Not later than 3 months in classifications 4,5,6,7.

Not later than 6 months in classifications 8 through 19.

1.	$1.13	$1.16	$	$	$
2.	1.13	1.16	1.19		
3.	1.16	1.19	1.23		
4.	1.19	1.23	1.26		
5.	1.19	1.23	1.28		
6.	1.23	1.26	1.30		
7.	1.23	1.28	1.33		
8.	1.19	1.23	1.26	1.30	1.33
9.	1.19	1.23	1.26	1.30	1.35
10.	1.19	1.23	1.28	1.33	1.38
11.	1.23	1.28	1.33	1.38	1.43
12.	1.28	1.33	1.38	1.43	1.48
13.	1.30	1.35	1.40	1.45	1.50
14.	1.33	1.38	1.43	1.48	1.53
15.	1.35	1.40	1.45	1.50	1.55
15-a.	1.38	1.43	1.48	1.53	1.58
16.	1.45	1.50	1.55	1.60	1.65
17.	1.48	1.53	1.58	1.63	1.68
18.	1.50	1.55	1.60	1.65	1.70
19.	1.55	1.60	1.65	1.70	1.75
20.	1.70	1.75	1.80	1.85	1.90

JOB TRAINEE RATE CLASSIFICATION

$1.15	$1.20	$1.25	$1.30	$1.35
$1.40	$1.45	$1.50	$1.55	$1.60
$1.65	$1.70			

COMPANY: Confidential (Copper and Brass Tubing)

UNION: District 50, Mine Workers

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: May 1948

Hiring Rate: $1.07 min.

Shift Bonus: 5¢ on 2nd, 8¢ on 3rd shift

COMPANY. Confidential (Brass and Copper Wires)

UNION: Mine, Mill and Smelter Workers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY. Under 25,000

EFFECTIVE DATE: March 1947

WAGE REOPENING. At any time after 6 mos. from signing date

Hiring Rate: 88¢, increase to classification rate in 45 days

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

Note: The contract provides that the incentive system should yield earnings about 25% higher than the base rate.

Grade	Min. of Range	2 Mos	4 Mos	6 Mos	Available for Merit Increase	Max. of Range
1	$ .88	$ .90	$ .92	$ .95	0	$ .95
2	.92	.95	.98	1.01	0	1.01
3	.97	1.00	1.04	1.08	0	1.08
4	1.02	1.06	1.10	1.15	0	1.15
5	1.07	1.10	1.13	1.17	$.05	1.22
6	1.12	1.15	1.18	1.22	.07	1.29
7	1.17	1.20	1.23	1.27	.09	1.36
8	1.22	1.25	1.28	1.32	.11	1.43
9	1.27	1.30	1.33	1.37	.13	1.50

COMPANY Confidential (Dies and Castings)

UNION: Mine, Mill and Smelter Workers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING None specified; 1-yr. agmt.

Hiring Rate: 5¢ less than classified rate for 1st 30 days

Shift Bonus: 10% for night work

JOB TITLE	NEW RATES
Foundryman	$1.07
Foundryman Helper	.98
Die Casting Machine Operator ALUM	1.22
Die Casting Machine Operator ZINC	1.16
Die Casting Machine Operator Helper ALUM	1.10
Die Casting Machine Operator Helper ZINC	1.04
1st. Insp. Degator Grade A	.98
1st. Insp. Degator Grade B	.95
Final Inspector Grade A	.98
Final Inspector Grade B	.95
Floating Inspector Trimming Dept. Grade A	1.01
Floating Inspector Trimming Dept. Grade B	.98
Filers - Trimming Department	1.04
Trimming Press Operator	.98
Automatic Mach. Oper. Trimming	.98
Abrasive Cleaner Trimming Dept.	.98
Degreaser Trimming Dept.	.98
Drill Press Operator Trimming Dept.	.98
Production Milling Mach. Operator	.98
Trimming Department	.98
Lathe Operator	.98
Set-up Man - Trimming Department	1.13
Salvage Operator - Trimming Department	1.01
Shipping and Receiving	.98
Assembler - Trimming Department	.98
Treatment Operator - Trimming Department	.98
Trucker - Plant	.98
Janitor and Sweeper	.86
Watchman	.95
Die Casting Die Maker Grade A	1.82
Die Casting Die Maker Grade B	1.59
Die Casting Die Maker Junior	1.36
Die Casting Die Maker Apprentice 1st Three Months	
Die Casting Die Maker Apprentice (See schedule 8-1 attached)	
Die Casting Tool Maker Grade A	1.70
Die Casting Tool Maker Grade B	1.42
Die Casting Tool Maker Junior	1.19
Die Casting Die Repairman	1.42
Maintenance Man	1.30
Maintenance Helper	1.07
Machinist Grade A	1.30
Machinist Helper	1.07
Die Casting Machine Repairman	1.50

NOTE: TO THE ABOVE RATES IS TO BE ADDED 5¢ PER HOUR FOR EACH HOUR WORKED AS A COST OF LIVING BONUS.

APPRENTICESHIP - RATE OF PAY	NEW RATES
Starting 3 months	.85
3 months to 1 year	.90
1 to 1½ years	.95
1½ to 2 years	1.00
2 to 2½ years	1.05
2½ to 3 years	1.10
3 to 3½ years	1.15
3½ to 4 years	1.20

After 4 years the apprentice becomes a Junior Die Maker at $1.36 per hour, which will be increased at 5 years to $1.46 per hours, and at 6 years may become a Die Maker Grade B at $1.59 per hour. To all the above rates is to be added 5¢ per hour cost of living bonus.

COMPANY Eagle-Picher Mining & Smelting Co.
UNION: Mine, Mill and Smelter Workers--CIO
LOCATION Henryetta, Okla.
SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE. July 1947
WAGE REOPENING: At any time

Shift Bonus: 4¢ for all hrs. between 3 and 11 p.m., 8¢ for hrs. between 11 p.m. and 7 a.m.

Furnace Department:

	Rate Per Hour
Firemen	1.39
Metal Drawers	1.24 3/8
Stuffers	1.15 1/4
1st Charger	1.32 3/4
2nd Charger	1.32 1/8
3rd Charger	1.29 5/8
4th Charger	1.24
Gum Chislers	1.24
Blowout	1.26 1/2
Floor Chisler	1.24
Loamer	1.24
Connie Boy	1.24
Helper	1.24
Loam Cutter	1.24
Stamper	1.24
Bumper	1.25 1/4
Melting Pot Operator	1.39
Plumbers	1.33 1/8
Plumber Helpers	1.24
Burn-in per hour	.75
Iceman Morning	1.21 1/2
Iceman Evening	1.06 1/4
Roaster & D & L Dept.:	
Roaster	
Fireman	1.37 7/8
Tailers	1.25 1/8
Rakes	1.25 1/8
Car Men	1.25 1/8
Dryers	1.25 1/8
Dryer Helper	1.14 5/8
Cleanup	1.14 5/8
Chisel Feeder Extra Work	1.14 5/8
Chisel Kilns	1.25 1/8
D & L	
Operators	1.31 5/8
Helpers	1.25 1/8
Cleanup	1.25 1/8
Metal Handlers Dept.:	
Head Man	1.33 3/8
Helpers	1.30 1/4
Pot Gang Dept.:	
Head Man	1.33 3/8
Helpers	1.30 1/4
Truck Dept.:	
Truck Drivers	1.19
Truck Helpers	1.17 3/4
Boiler Dept.:	
Boiler Men	1.15 7/8
Alley Scrapers Dept.:	
Alley Scrapers	1.14 5/8
Shovel Operators Dept.:	
Operators	1.32 1/2
Payloader Dept.:	
Operators	1.32 1/2
Bathhouse Dept.:	
Bathhouse Men	1.14 5/8
Blue Powder Mill Dept.:	
Operator	1.17 3/4
Waelz Plant Dept.:	
Operators	1.31 5/8
Collector Helper	1.20
Feeder Helper	1.20
Lead Kiln Helper	1.20
Truck Helper	1.20
Elevator Helper	1.20
Clod Buster	1.20
Baghouse Operator	1.20
Bag Repair Man	1.14 5/8
Jig Mill Dept.:	
Operator	1.24 5/8
Helper	1.22 1/8
Tractor Driver	1.22 1/8
Cellar Hole Poker	1.22 1/8
Yard Dept.:	
Yard Extras	1.14 5/8
Mix Room Department:	
Morning Shift:	
Tram Car Men	1.19
Leaver & Elevator Man	1.19
Masticator Man	1.14 5/8
Transfer Charge Setter	1.19
Coal Crusher Man	1.20 1/4
Loam Mill	1.14 5/8
Jig & Oxide Wheeler	1.14 5/8
Caterpillar Driver	1.19
Evening Shift:	
Charge Setter & truck helper	1.19
Lever Man & truck driver	1.19
Tram Car Men	1.19
Wheeler & Coal Crusher Man	1.19
Masticator	1.14 5/8
Pottery Dept.:	
Press Man	1.27 3/4
Press Feeder	1.24
Pot Setters	1.24
Big Pug Mill Feeder	1.27 3/4
Big Pug Mill Tailer	1.27 3/4
Little Pug Mill Feeder	1.24
Little Pug Miller Tailer	1.24
Crusher Wheelers	1.17 1/8
Roustabouts	1.17 1/8
Condenser Makers	3.35 per hundred
Brick Makers	1.24
Kiln Setters	1.24
Ball Mill Feeder	1.24
Night Crusher Wheelers	1.17 1/8
Maintenance Dept.:	
Blacksmith	1.33 1/8
Blacksmith Helper	1.26 1/8
Mechanic	1.33 1/8
Repair Helpers	1.26 1/8
Lathe Operator	1.33 1/8
Painters Dept.:	
Painters	1.26 1/8
Electrical Dept.:	
Electricians	1.33 1/8
Motor Blower, Motor Oiler and Electrician Helper	1.26 1/8
Cadmium Plant Dept.:	
Cottrell:	
Cottrell Operators & Helpers	1.25 1/8
Leach:	
Operators	1.29 5/8

Helpers	1.24
Cadmium Furance:	
Fireman	1.29 5/8
Caster	1.29 5/8
Boxer	1.24

Loading & Uuloading:

	Rate Per Ton
Green Ore—Short Haul	.2582
Green Ore—Long Haul	.2717
Coal and Coke	.2514
Clay	.2986
Dobies	.2514
Silica	.2717
Salt	.3256
Loading Metal Direct in Car	.2852
Loading Metal Pickup Transfer in Car	.2986
Loading Metal Pick, Weigh & Transfer in Car	.3256

COMPANY Confidential

UNION Mine, Mill and Smelter Workers--CIO

LOCATION Middle Atlantic

SIZE OF COMMUNITY Under 25,000

EFFECTIVE DATE July 1947

WAGE REOPENING None specified; 1-yr. agmt.

Shift Bonus: 7¢ on shift starting between 3 p.m. and 6 a.m., but does not apply to work after 8 a.m.

Acid Recovery Plant	Base Rate
Chief Operators	$1.40
Contact Operators	1.29
Roaster Operators	1.245
Dehydrator Operators	1.245
Mantius Operators	1.245
Swing Operators	1.335
Waste Heat Boiler Operators	1.245
Platform Operators	1.23
Tank Car Operators	1.18
Miscellaneous Helpers	1.16
Contact Helpers	1.18
Dehydrator Helpers	1.18
Swing Helpers	1.215
Mantius Helpers	1.18
Equipment Operators	1.18
*Acid Plant Laborers	*1.13
Roaster Helpers	1.18

Welfare Department

Chef	1.345
Assistant Chef	1.155
*Janitors	*1.11
*Watchmen	*1.15
*Cafeteria Helpers (Workers)	* .79 to * .975

*Base Rate for unskilled workers is increased $.035 per hour after 30-day probationary period.
Add $.07 to all shift classifications.
Skilled workers receive $.05 per hour after 6 months' skilled service.
All workers receive .05 per hour after 5 years' service.

Mechanical Department	Base Rate
Mechanical Leadmen	1.59
Labor Leadmen	1.245
Mechanics	1.49
Mechanics Apprentices 1/c	1.425
Mechanics Apprentices 2/c	1.36
Mechanics Apprentices 3/c	1.29
Mechanics Apprentices 4/c	1.22
Electrical Inspector	1.605
Painters	1.375
Oilers	1.21
Mechanics' Helpers	1.16
Mechanics—Acid Plant	1.54
Oilers—Acid Plant	1.26
*Mechanical Department Laborers	*1.11
Equipment Mechanics 1/c—T. M. G.	1.49
Equipment Mechanics 2/c—T. M. G.	1.425
Equipment Mechanics 3/c—T. M. G.	1.36
Equipment Mechanics Helpers	1.16
Oilers, T. M. G.	1.21

Operating Department

"A" Operators	1.27
"B" Operators	1.21
"C" Operators	1.16
Special Day Operators ("C")	1.16
"A" Filter Maintenance Men	1.475
"B" Filter maintenance Men	1.425
Filter Maintenance Helpers	1.16
Packing Leadmen	1.31
Shipping Leadmen	1.26
Packers	1.21
Shippers	1.16
Shipping Checkers	1.19
Lift Truck Operators	1.22
*Operating Department Laborers	1.11
Pilot Plant Operators	1.265
Pilot Plant Helpers	1.155

*Base Rate for unskilled workers is increased $.035 per hour after 30-day probationary period.
Add $.07 to all shift classifications.
Skilled workers receive $.05 per hour after 6 months' skilled service.
All workers receive .05 per hour after 5 years' service.

Utilities Department	Base Rate
Assistant Engineers	$1.53
Boiler Operators	1.43
Water Tenders	1.31
Pump Men	1.26
Water System Operators	1.21
Maintenance Men	1.49
*Janitor	*1.11
*Utilities Department Laborers	*1.11

Transportation Department

Crane Operators	1.49
Crane Operators 2/c	1.425
Crane Operators 3/c	1.36
Crane Operotars' Helpers	1.24
Equipment Operators	1.19
Truck Drivers	1.16
*Transportation Department Laborers	*1.11
Electric Locomotive Operators	1.19
Electric Locomotive Helpers	1.16

Stores Department

Store's Clerks	1.16

*Base Rate for unskilled workers is increased $.035 per hour after 30-day probationary period.
Add $.07 to all shift classifications.
Skilled workers receive $.05 per hour after 6 months' skilled service.
All workers receive .05 per hour after 5 years' service.

COMPANY Confidential (Brass, Copper and Bronze Products)
UNION: Electrical Workers--AFL

LOCATION: New England

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING None specified; 1-yr. agmt.

Shift Bonus: 5¢ on 2nd, 7½¢ on 3rd shift

Electrician—Working Leader	1.68–1.80
*Electric Truck Maintenance & Repairs—Working Leader	1.31–1.39
All Around Specialist (limited to 3 employees)	1.68–1.74
Electrician A	1.44–1.68
Electrician B	1.28–1.40
Power Switchboard Operator	1.28–1.55
Furnace Temperature & Control Maintenance Man	1.28–1.55
Telephone, Clock & Signal System Man	1.19–1.49
Furnace Coil and Core Building Man	1.19–1.40
Oiler and Inspector	1.21–1.28
Electrical Equipment Caretaker	1.09–1.13
Helpers	1.09–1.23
*Electric Truck Maintenance & Repairs Man	1.19–1.31

*This represents the guaranteed hourly rate ranges, but not the base rates on which incentive earnings are computed.

COMPANY. U. S. Reduction Co.

UNION: Gas, Coke and Chemical Worl ers--CIO

LOCATION: East Chicago, Ind.

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: August 1947

WAGE REOPENING None specified; 1-yr. agmt.

Hiring Rate: $1.04 min. for men, $1.09 min. after 25 days; 94¢ for women, 99¢ after 25 days

Shift Bonus: 4¢ for 2nd, 6¢ for 3rd shift

Classification	Hourly Wage Rate
Furnaceman	$1.26
Furnace Helper	1.20
Sorter	1.225
Boring Drier & Crusher Operator	1.26
Power Scoop & Lift Operator	1.26
Truck Driver	1.20
Working Foreman (General)	1.31
Working Foreman (Maintenance)	1.735
Bricklayer	1.625
Bricklayer Helper	1.175
Blacksmith	1.21 to $1.535
Blacksmith Helper	1.09 to 1.235
Maintenance Mechanic	1.21 to 1.535
Maintenance Helper	1.09 to 1.235
Electrician	1.21 to 1.535
Electrician Helper	1.09 to 1.235
Pipefitter	1.21 to 1.535
Pipefitter Helper	1.09 to 1.235
Powerhouse Mechanic	1.21 to 1.635
Powerhouse Mechanic Helper	1.11 to 1.235
Carpenter	1.21 to 1.535
Carpenter Helper	1.11 to 1.235
Hydraulic Press Operator	1.20
Yard Crane Operator	1.235 to 1.335

COMPANY. Confidential (Brass Products)
UNION: Electrical Workers--CIO

LOCATION: Middle West

SIZE OF COMMUNITY. Over 500,000

EFFECTIVE DATE: March 1947

WAGE REOPENING. None specified; 1-yr. agmt.

Hiring Rate: 80¢ for common labor 1st 60 days, 85¢ next 60 days, 92¢ thereafter

Foundry	Job Rates
Bench Molder	1.25
Squeezer Molder	1.25
Machine Molder	1.25
Furnace Man	1.25
Coremaker	1.25
Assistant Coremaker	1.15
Sandblaster	1.07
Grinder	1.07

Shipping Room	Job Rate
Shipping Clerk	1.10
Shipping Room worker (class A)	1.05
Shipping Room worker (class B)	1.00

Machine Shop	
Tool Maker	1.40
Lead Man	1.40
Assistant Lead Man	1.25
Machinist, Class A	1.25
Machine Operator, Class A	1.15
Machine Operator, Class B	1.05

Learners or Helpers in Shipping Dept. or Machine Shop

In the employ of the company at the present time or any new employees or learners to be employed during the life of this agreement shall be paid on the following schedule and rates:

70¢ for the first 60 days
75¢ for the next 60 days
80¢ for the next 60 days
85¢ for the next 60 days
90¢ thereafter

COMPANY: Confidential (Brass, Bronze and Copper Products)

UNION: Marine and Shipbuilding Workers--CIO

LOCATION: New England

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: April 1948

Shift Bonus: 5¢ on 2nd, 7½¢ on 3rd shift

Note: Workers in the following unskilled classifications receive max. rate within 12 mos.

Job Name	*Minimum*	*Maximum*
Trucker	$.73	$.86
Sweeper	.73	.82
Tool Crib Clerk Learner	.73	.78
Tool Messenger	.70	.77
Lathe Learner	.71	.80
Tool Steel Clerk and Cutter	.70	.82
Salvaging	.73	.83
Muffle Operator	.76	.88
Muffle Helper	.76	.81
Rockwell Furnace Operator	.91	.95
Box Repair	.70	.80
Window Cleaner	.70	.78
Carpenter Shop Helpers	.74	.78
Moulder Helpers	.73	.86
Towmotor Repair Helper	.74	.85
Electrician Helpers and Learners	.74	.78
Stock Room Clerk	.70	.82
Millwright Helper & Learner	.76	.76
Cold Heading Dept. Helpers	.81	.86
Maintenance Machinist Helpers	.71	.86
Automatic Screw Machine Dept. Set-Up and Operate Learners	.72	.76
Scrap Dept. Sorters	.73	.80
General Shipping Room Labor	.73	.88
Cleaners	.73	.78
Steel Hardener Learner	.71	.85
Jones & Lamson Learner	.71	.77
Plumbing Dept. Helpers	.74	.78
Yard Laborers	.70	.82
Metal Stock Dept. Floorman	.73	.86

COMPANY: Eagle-Picher Co.

UNION: District 50, Mine Workers

LOCATION: Newark, N. J.

SIZE OF COMMUNITY 100-500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: Dec. 1947, June 1948

Shift Bonus: 4¢ on afternoon, 6¢ on midnight shift

Millwright	$1.46½
Foremen, Furnace	1.43½
Foremen, Mill	1.43½
Warehouse Checker	1.22½
Laboratory Assistant	1.27½
Oiler	1.22½
Installation Division Labor	1.18½
Cafeteria Manager	1.23½
Cook	1.13½
Receptionist	1.13½
Plant Watchmen	1.11½
Mechanical Furnace Front Men.	1.16½
Mechanical Furnace Helper	1.08½
Packer	1.13½
Elevator Hopper Feeder	1.16½
Pig Lead Unloader	1.12½
Warehouse Loader and Unloader	1.12½
Truck Operator	1.16½
Fumed Furnace Man	1.16½
Drum Reconditioner	1.11½
Cafeteria Helper	1.07½
Plant Janitor	1.05½
Janitor-Fireman	1.11½
Labor	1.05½

COMPANY: Confidential (Lead)

UNION: District 50, Mine Workers

LOCATION: South Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE. April 1947

WAGE REOPENING: April 1948

Shift Bonus: 4¢ on 2nd, 6¢ on 3rd shift

LABOR:

Starting rate	$ .95
After 60 days	1.05
SKIMMER	1.10
TRUCK DRIVER	1.22
STOREKEEPER	1.22

OPERATORS:

Starting rate	$ 1.12
After three months	1.20
After three months additional	1.27
After three months additional	1.33
After three months additional	1.38

TRADES AND SKILLS:

2nd class helpers starting rate	$ 1.12
2nd class helpers after 3 months	1.17
2nd class helpers after 3 months additional	1.22
2nd class helpers after 3 months additional	1.27
1st class helpers after 6 months additional	1.32
1st class helpers after 6 months additional	1.37
1st class helpers after 6 months additional	1.42
2nd class tradesmen after 12 months additional	1.49
*1st class tradesmen (6 years total service in trades	1.57
MASTER MECHANIC	1.62

OILER:

Starting rate	$ 1.12
After 3 months	1.17
After 3 months additional	1.22

*If vacancies occur, 2nd class tradesmen will be advanced to 1st class tradesmen after serving four (4) years in the various above named trades group.

COMPANY: Confidential (Nonferrous Dies and Castings)

UNION: Mine, Mill and Smelter Workers--CIO

LOCATION Middle Atlantic

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE. March 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 8¢ on 2nd shift; 8 hrs. pay for 6½ hrs. work on 3rd shift

Job Classification	Rate Per Hour
Assistant Foreman, Tool Room	$2.16
Supervisor of Zipper Dies and Tools	2.16
Die Sinker and Engraver (A)	1.93
Die Sinker and Engraver (B)	1.70
Die and Tool Maker (A)	1.59
" " " " (B)	1.35
" " " " (C)	1.25
Machinist Supervisor of Maintenance	1.88
Machinist (A)	1.35
" (B)	1.12
" (C)	.94
Power Saw Operator and Store Keeper	.98
Die Casting Machine Operator—Aluminum	1.19
Die Casting Machine Operator—Zinc	
Small Casting Department	1.04
Large Casting Department	1.13
Die Casting Machine Setup	1.21
Die Casting Machine Helper	.98
Foundry Man—Melter	1.07
First Inspection Supervisor	1.19
First Inspector and Degater	.98
Floor Inspector	1.13
Final Inspector	.98
Trimming Department Operator	
Kick and Arbor Press Operator	.98
Grinder and Wire Brusher	.98
Tapping Machine Operator	.98
Power Press Operator	.98
Milling Machine Operator	.98
Drill Press Operator	.98
Broaching Operator	.96
Hand Scraper and Hand Punch Holes	.98
Rubbing and Burring	.98
Filer	.98
Lathe Operator	.98
Trucker	.98
Washer—Degreaser	.98
Jobsetter (A)	1.42
Jobsetter (B)	1.09
Packer	.98
Expediter	1.07
Assistant Shipping Clerk	1.30
Electrician	1.53
Plumber—Pipe Fitter	1.53
Carpenter	1.53
Janitor and Sweeper	.86
Light Fire and General Utility Man	.98
General Shop Service Man	1.10
General Labor	.86

Hiring rates for new employees are 10c less than above rates. New employees will progress within three months to the job classification rates, with the exception of Janitor & Sweeper and General Labor who will get the job classification rate from the hiring date.

COMPANY: American Brass Co.

UNION: Mine, Mill and Smelter Workers--CIO

LOCATION: Buffalo, N. Y.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: May 1948

Rates: $1.13 min. hiring rate for production workers; $50.50 per wk. for patrolmen and sergeants on plant police force

Shift Bonus: 5¢ on 2nd, 7½¢ on 3rd shift

Job Rate

Classification	*Minimum*	*Maximum*
A	$1.13	$1.16
B	$1.13	$1.19
C	$1.15	$1.23
D	$1.17	$1.26
E	$1.19	$1.30
F	$1.21	$1.33
G	$1.25	$1.40
H	$1.29	$1.48
I	$1.35 and up	

COMPANY Confidential (Aluminum Products)

UNION: Auto Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE. July 1947

WAGE REOPENING: May 1948

Shift Bonus: 5¢ for night work

Job Classification	Maximum Hourly Base Rate
Casting #321	
D. C. Pourer	1.26
Melting Furnace Tender	1.23
Pourer (water cooled molds)	1.26
Billet Capper (water cooled molds)	1.20
D. C. Valve Man	1.17
Homogenizing Furnace Tender	1.17
Crane Operator (High Bay)	1.17
Fork Truck Operator	1.17
Billet Drilling & Scalping Machine Operator	1.14
Billet Saw Operator	1.14
Scale Man	1.14
Melting Furnace Helper	1.14
Mold Man (water cooled molds)	1.08
Billet Saw Helper	1.05
Laborer	1.05

Job Classification	Maximum Hourly Base Rate
Extrusion #322	
Extrusion Press Operator	1.32
Heater (including handling dummy block)	1.23
Die Checker	1.23
Die Head Man	1.17
Die Setup Man	1.17
Cut-Off Saw Man	1.11
Extrusion Press Helper	1.08
Laborer	1.05
Tube Mill #323	
Draw Bench Operator	1.20
Pointer Operator, Large (#412 size)	1.17
Belt Grinder & Polisher Operator	1.14
Crane Operator (low bay)	1.14
Metal Mover & Expeditor	1.14
Rough Cut Saw Operator	1.11
Pointer Operator	1.14
Draw Bench Helper	1.05
Pointer Helper	1.05
Rough Cut Saw Helper	1.05
Laborer	1.05
Finishing #324	
Heat Treat Furnace Tender	1.23
Kirksite Die Man	1.23
Shape Truing Machine Operator	1.23

Job Classification	Maximum Hourly Base Rate
Hand Straightener	1.20
Stretcher Operator (100 tons & over)	1.17
Shape Straightening Machine Operator	1.17
Annealling Furnace Tender	1.17
Heat Treat Furnace Control Man	1.17
Aging Furnace Tender	1.17
Five Roll Straightening Machine Operator	1.17
Extrusion Repairman	1.17
Finish Saw Operator	1.14
Stretcher Operator (under 100 tons)	1.14
Heat Treat Helper	1.05
Stretcher Helper	1.05
Shape Straightening Machine Helper	1.05
Saw Helper	1.05
Shape Truing Machine Helper	1.05
Crane Operator (high bay)	1.17
Metal Mover & Expeditor	1.14
Laborer	1.05
Inspection #325	
Extrusion Inspector (All-Around)	1.17
Metal Mover & Expeditor	1.14
Extrusion Inspector (routine)	1.11
Packing & Shipping #327	
Box Shop Saw Man	1.17
Packing Scaleman	1.14
Checker & Loader	1.14
Metal Mover & Expeditor	1.14
Packer	1.05
Box Shop Nailer	1.05
Loader	1.05
Laborer	1.05
Tube Shaping #328	
Tube Forming Machine Set-up Man & Operator	1.17
Tube Forming Machine Operator	1.11
Tube Forming Machine Helper	1.05

Job Classification	Maximum Hourly Base Rate
Die & Machine Shop #860	
Die Template Man	1.57
Die Repairman	1.47
Machine Man "A" (Lathe, Milling Mach., Shaper, Boring Mill)	1.47
Layout Man	1.47
Heat Treater	1.47
Bench Man	1.38
Machine Man "B" (Drill Press, Surface Grinder, Band Saw)	1.27
Saw Sharpener	1.35
Maintenance #902 & #922	
Electrician	1.50
Pyrometrician	1.50
Millwright	1.44
Pipefitter	1.44
Blacksmith	1.44
Bricklayer	1.44
Maintenance Carpenter	1.35
Maintenance Painter	1.29
Boiler Operator (#922)	1.26
Truck Driver	1.17
Oiler	1.20
Pyrometrician Helper	1.11
Electrician Helper	1.11
Millwright Helper	1.11
Laborer	1.05
Janitor (#922)	1.05
Job Classification	
Miscellaneous #924 & #925	
Crane Operator (low bay)	1.14
Electric Truck Operator	1.14
Billet Stockkeeper	1.14
Stock Room Clerk (#925)	1.17
Laborer	1.05

	Months of Completed Service on Job												
	0	3	6	9	12	15	18	21	24	27	30	33	36
Die Template Man	1.11	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51	1.55	1.57
Die Repairman Machine Man "A" Layout Man Heat Treater	1.11	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47			
Saw Sharpener	1.11	1.15	1.19	1.23	1.27	1.35							
Bench Man	1.11	1.15	1.19	1.23	1.27	1.31	1.38						
Machine Man "B"	1.11	1.15	1.19	1.23	1.27								
Electrician Pyrometrician	1.11	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.50		
Millwright Pipefitter Blacksmith Bricklayer	1.11	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.44				
Maintenance Carpenter	1.11	1.15	1.19	1.23	1.27	1.31	1.35						
Maintenance Painter	1.11	1.15	1.19	1.23	1.29								

PAINT AND VARNISH

COMPANY: Detroit Graphite Co.

UNION: Foreman's Association--Ind.

LOCATION: Detroit, Mich.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: April 1947

WAGE REOPENING March 1948

Departments: Tinting, Thinning, Filling, Packing, Labelling $300.30
Departments: Varnish, Varnish Filling, Tank Rooms, Receiving Tank Cars, Yard Storage Tanks $328.90
Departments: Compounding, Mixing .. $300.30
Departments: Grinding $293.15
Departments: General Maintenance, Boiler Rooms $328.90
Departments: Receiving, Shipping, Warehousing $292.50
Departments: Traffic $260.00
Departments: Shellac $293.15

COMPANY: Excelsior Varnish Works, Inc.
UNION: Gas, Coke and Chemical Workers--CIO
LOCATION: Cleveland, Ohio

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates: 90¢ min. starting rate; $1.00 after 30 days; $1.13 after 60 days; $1.18 for semi-skilled workers; $1.21 for skilled workers

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COMPANY Confidential (Paint and Varnish)
UNION: Painters--AFL

LOCATION: Great Lakes

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE. October 1947

WAGE REOPENING None specified; 1-yr. agmt.

Shift Bonus: 5¢ for night work

PAINT AND ENAMEL DEPARTMENT

	Hourly Rate
Cover Stamping	$ .95 Meas.
Packing	.95 Meas.
Filling	.95 Meas.
Labeling (Male)	.95 Meas.
Carton Stitching	.95 Meas.
Straining	.95 Meas.
Filling Aluminum	.98 Meas.
Clarifying	.98 Meas.
Thinning	.98 Meas.
Grinding	.98 Meas.
Mixing	.98 Meas.
Tinting (Junior) (Note 1)	1.03 Meas.
Filling Line Set Up	1.03 Meas.
Tinting (Regular)	1.09 Meas.
Tinting (Senior) (Note 2)	1.14 Meas.

LACQUER DEPARTMENT

Cover Stamping	$ .95 Meas.
Packing	.95 Meas.
Filling	.95 Meas.
Labeling (Male)	.95 Meas
Carton Stitching	.95 Meas.
Straining	.95 Meas.
Cotton Cutting	.98 Meas.
Gum Crushing	.98 Meas.
Clarifying	.98 Meas.
Thinning	.98 Meas.
Grinding	.98 Meas.
Tinting (Junior) (Note 1)	1.03 Meas.
Tinting (Regular)	1.09. Meas.
Tinting (Senior) (Note 2)	1.14 Meas.

DRY COLOR DEPARTMENT

Filling	$ .95 Meas.
Drying	.96 Meas.
Pressing	.96 Meas.
Coopering	.98 Meas.
Grinding	.98 Meas.
Pumping	1.03 Meas.
Striking	1.03 Meas.
Cooking	1.03 Meas.
Mixing	1.03 Meas.

FRACTIONED OIL DEPARTMENT

Starting Rate	$ .95 Unmeas.
Assistant Operators	1.13 Unmeas.
Operators	1.27 Unmeas.

VARNISH DEPARTMENT

Labeling (Female)	$ .68 Meas.
Labeling (Male)	.95 Meas.
Cover Stamping	.95 Meas.
Packing	.95 Meas.
Filling	.95 Meas.
Carton Stitching	.95 Meas.
Filter	.98 Meas.
Filling (Aluminum and Gold)	.98 Meas.
Blending	.98 Meas.
Clarifying	.98 Meas.
Pump	.98 Meas.
Thinning	1.00 Meas.
Cooking	1.00 Meas.
Gum Crushing	1.00 Meas.

RESIN DEPARTMENT

Starting Rate	$ .95 Unmeas.
Helpers	1.08 Unmeas.
Cooking	1.21 Unmeas.

COLOR CARD DEPARTMENT

Assembling (Female)	$ .68 Meas.
Folding Cards (Female)	.68 Meas.
Chipping Cards (Female)	.68 Meas.
Stripping Sheets (Female)	.76 Meas
Chipping Strips (Female)	.76 Meas.
Painting	.96 Meas.
Coating Machine Set Up	1.00 Meas.
Tinting (Junior) (Note 1)	1.03 Meas.
Tinting (Regular)	1.09 Meas.
Tinting (Senior) (Note 2)	1.14 Meas.
Color Card Machine Set Up (Male)	1.17 Unmeas.

PRINTING DEPARTMENT

Multigraph (Female)	$ .75 Meas.
Composition—Apprentice	1.17 Unmeas.
Platen Pressman	1.41 Unmeas.
Paper Cutter	1.41 Unmeas.
Clylnder Pressman	1.49 Unmeas.
Compositor	1.49 Unmeas.
Cylinder Color Pressman	1.54 Unmeas.

RECEIVING AND SHIPPING

Trucking	$1.17 Unmeas.
Inter-plant Hauling	1.19 Unmeas.
Assembling	1.19 Unmeas.
Conveyor	1.19 Unmeas.
Checking	1.23 Unmeas.
Stock Man	1.29 Unmeas.

MAINTENANCE DEPARTMENT

Mechanics.	$1.18—1.42 Unmeas.
Helpers	1.01—1.09 Unmeas.
Group Leader	1.47 Unmeas.

GENERAL

Hiring (Female)	$ .67 Meas. & Unmeas.
Charwomen	.67 Unmeas.
Day Labor (Female)	.68 Unmeas.
Hiring (Male)	.95 Meas. & Unmeas.
Probationary Rate (Male)	.95 Meas.
Probationary Rate (Male)	.98 Unmeas.
Day Labor (Male)	.98 Unmeas.
Janitors	.98 Unmeas.
Elevator Operators	.98 Unmeas.
Dump Stock	.98 Unmeas.
Yard Men	.98 Unmeas.
Store Room Clerk	.98 Unmeas.
Tank Cleaning	1.03 Unmeas.
Watchmen	1.07 Unmeas.
Lye Room	1.08 Unmeas.
Watchmen Chiefs	1.10 Unmeas.
Oil Man Truckers	1.17 Unmeas.
Oil Man Bldg. 19	1.17 Unmeas.
Electric Truck	1.17 Unmeas.
Oil Man Assistant	1.19 Unmeas.
Blown Oil Operator Asst.	1.21 Unmeas.
Oil Man	1.24 Unmeas.
Standards Tinter	1.43 Unmeas.
Blown Oil Operator	1.44 Unmeas.

COMPANY: Confidential (Paint and Varnish)
UNION: District 50, Mine Workers

LOCATION: Great Lakes

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING. None specified; 1-yr. agmt.

Shift Bonus: 7½¢ on 2nd, 10¢ on 3rd shift

Job Title	Approved Rate
Shader A	1.53
Shader B	1.44
Ball Mill Opr., A. Dept.	1.44
Hi-Speed & Premier Mill Opr.	1.44
Mfg. Line Up Man	1.44
Raw Material Lineup Man	1.44
Drum Order Man	1.40
Mixer, Roller Mill	1.40
Mixer, Casein & Protein	1.40
Dry Stockman (Raw Mat'l Stockman)	1.40
Ball & Pebble Mill Opr.	1.40
Roller Mill Opr.	1.40
Stone Mill Opr.	1.40
Mixer, Paint, Premier Mill	1.40
Mixer, Stone Mill	1.40
Special Order Man	1.40
Oil & Mica Man	1.37
Centrifuge Opr.	1.37

Viscosity Checker (Paint)	1.37
Reducer	1.37
Pump Man	1.37
Lineup Man—Cap Stamping	1.37
Filler, Hand & Machine	1.35
Mill Dresser, Stone Mill	1.34
Helper, Special Order	1.34
Cap Stamper	1.34
Label Stockman	1.34
Valve Man	1.34
Set Up Man, Hand Label	1.34
Line Up Man, Scheduler	1.34
Labeler, Machine	1.31
Stenciler, Carton	1.31
Tank Cleaner	1.31
Band Saw Operator	1.31
Carton Checker	1.31
Stenciler, Drum	1.28
Packer	1.28
Supply Man, Carton & Can	1.28
Conveyor Lineman	1.28
Cappers	1.28

Lacquer Department

Shader A	1.53
Thinner House Opr.	1.53
Lab Contact Man	1.50
Stain Department Shader	1.47
Base Lacquer Opr.	1.45
Ball Mill Opr.	1.44
Roller Mill Opr.	1.44
Polish Mixer & Lineup Man	1.44
Drum Order Man	1.40
Return Goods Man	1.40
Wet Mixer	1.40
W. P. Mixer	1.40
Centrifuge Opr.	1.37
Viscosity Checker	1.37
Special Order Man	1.37
Filler, Hand & Machine	1.35
Raw Material Man	1.34
Can Stockman	1.34
Label Stockman	1.34
Label Machine Opr.	1.31
Stenciler, Carton	1.31
Tank Cleaner	1.31
Stenciler, Drum	1.28
Packer	1.28
Cappers	1.28

Varnish Department

Varnish Cooker, OM	1.50
Varnish Cooker, NM	1.50
Resin Cooker	1.50
Reducers, OM	1.46
Flat Varnish Mfg.	1.44
Filter Press Opr.	1.44
Mixer, H. Department	1.44
Varnish Cooker Helper, OM	1.42
Varnish Cooker Helper, NM	1.42
Reducer, NM	1.42
Resin Handler	1.41
Filter Press Opr., Sm. Batch	1.40
Blender	1.40
Pump Operator	1.40
Raw Material Stockman	1.40
Raw Material Delivery Man	1.40
Raw Material Helper	1.37
Oil Blower	1.37
Centrifuge Operator	1.37
Filter Press Helper	1.37
Filler	1.35
Drum Condition Man	1.35
Trucker	1.28
Tank Cleaner	1.28
Cappers	1.28

Warehouse

Car Checker	1.37
Special Stockman	1.37
Drum Stockman	1.37
Clark Tractor Operator	1.37
Checker, LCL	1.37
Export Man	1.37
Checker, Receiving	1.37
Conveyor Checker	1.37
Lift Truck Operator	1.37
Order Picker (Full)	1.34
Order Picker (Split)	1.34
Carton and Employee Order Man	1.34
Car Stower	1.34
Conveyor Unloader	1.34
Line Checker and Express Man	1.34
Conveyor Switchman	1.31
Sealing Machine Opr.	1.31
Packer	1.31
Drag Chain Man	1.31
Parcel Post	1.31
Stockman Full Case	1.31
Trucker, LCL	1.31
Stockman, Split	1.28
Line Checker (Straight)	1.28

Receiving and Stores

Raw Material Stockman	1.40
Drum Checker	1.37
Stockman, Sampler	1.37
Hyster Operator	1.37
Parcel Post Man	1.34
Receiving and Tally Man	1.34
Rec'd Tally and Sample Man	1.34
Coal Passer	1.34
Raw Material Delivery Man, (Piece Work)	1.32
Raw Material and Package Handler	1.32
Blue Island Trucker	1.32
Yard Stockman	1.31
Can Delivery	1.31
Drum Handler-Loader	1.28
Yard Rubbish Man	1.28
Yard Trucker	1.28
Yard Labor	1.25
Clerk—East Side	1.25

Dry Color—Flushed Color

Striker	1.44
Flusher, Operator	1.44
Grinder, Roller Mill Opr.	1.44
Flusher Helper	1.40
Grinder, R. M. Helper	1.40
Blender	1.40
Color Drier Opr.	1.40
Filter Press Opr.	1.40
Filter Press Helper, Wood	1.385
Shipper	1.37
Water Pulper	1.34
Grinder, Dry	1.34
Color Drier Helper	1.31
Utility Man	1.31
Filter Press Helper (Piece Work)	1.305

Mechanical and Power

Fireman	1.40
Mechanical Helper	1.40
Storekeeper	1.40
Mech. Oiler	1.37
Storekeeper Helper	1.34
Mechanical Stockkeeper	1.34
Ash Hauler	1.31
Mech. Labor	1.29

Elevator Operators and Janitors

Elevator Opr.	1.26
Production Janitor	1.26
Service Janitor	1.225

Lead Department

Sprinkler	1.47
Blower	1.44
Checker, Packer	1.44
Furnace and Millman	1.40
Washer	1.37
Scaleman	1.37
Oiler	1.37
Fireman	1.37
Lead Treater	1.37
Millman	1.37
Tailer	1.34

Pig Lead Man	1.34
Pounder	1.34
Pulper	1.34
Chaser Man	1.34
Utility Man*	1.34

*Combination of several former jobs and rates

Chemical Products Department

Chemical Operator, Ink	1.49
Chemical Operator	1.44
Dye Press Helper	1.385
Chemical Products Shipper	1.37

Safety Department

Fire Inspector	1.40
Safety Maintenance Man	1.37

Miscellaneous

Janitress	1.15
Laboratory Helper	1.15
Laboratory Technician	1.275

COAL TAR

Utility Man A	1.415
Filler	1.35

DRUM CLEANING

Washer Oper. (Laundry)	1.37
Tractor Operator	1.34
Tumbler Oper. (Laundry)	1.34
Drum Washer	1.30
Drum Utility Man	1.28
Drum-man, Yard	1.28

PAINT MANUFACTURING

Tester	1.215
Grinder Helper, Roller Mill	1.215

PAINT FILLING & FINISHING

Line Up Clerk	1.28
Label Imprinter	1.24
Square Can Label Machine Opr.	1.235
Filler, Small Container	1.215
Label Machine Opr.	1.215
Packer, Carton Maker	1.215
Capper	1.185
Hand Labelers	1.185
Carton Assemblers	1.185

LACQUER

Label Imprinter	1.24
Square Can—Label Machine Opr.	1.235
Filler, Small Container	1.215
Label Machine Opr.	1.215
Carton Assemblers	1.185
Hand Labelers	1.185

VARNISH

Filler, Small Container	1.215
Capper	1.185

WAREHOUSE

Label Imprinter	1.24
Parcel Post Packer	1.215
Graphic Art Stockman	1.215
Stencil Cutter and Clerk	1.215
Graphic Arts Packer Sealer, Stenciler	1.185
Stencil Cutters	1.185
Hand Labelers	1.185

TIN CAN

Mechanical Stockkeeper	1.41
Car Checker	1.37
Oiler	1.37
Stockman	1.37
Hi-Lift Truck Operator	1.34
Line Checker	1.34
Supply Rings (Cut Stockman)	1.34
Small Order & Cap Man	1.31
Scrap Man	1.31
Stockkeeper Helper	1.31
Circle Man	1.31
Supply Presses	1.31
1st Floor Trucker & Line Supply Man	1.31
Spoilage Checker	1.31
Tin Plate Delivery Man	1.31
Cut Stockman Helper	1.28
Tin Can Helper	1.26
Retest & Relief	1.21

COMPANY: Confidential (Paint and Varnish)

UNION: District 50, Mine Workers

LOCATION: Great Lakes

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: $1.00 for men (paint and varnish); 90¢ for men (stationery and ad service); 85¢ for women

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

Paint & Varnish Depts.

JOB CLASSIFICATION	JOB RATES Male	Female
1. General Labor Capper, etc. (P&V) Labeler's Helper, Packer (P&V) Raw Material Chaser (T.S.) Mill & Equip. Washer (T.S.)	1.17	.995
2. Sample Room Clerk	1.185	
3. Cap Stamper	1.19	1.01
4. Labeler		1.04
5. Janitor	1.20	
6. Label Machine Oper. (Small)	1.215	1.06
7. Tank Cleaner	1.22	
8. Car & Elevator Operator	1.225	
9. Stockman	1.225	
10. Stock Clerk "B"	1.23	1.07
11. Packer (Whse. & Finishing)	1.23	1.07
12. "B" Trucker	1.23	
13. Setter Out	1.235	
14. Exp. Batch Devel. Helper	1.24	
15. Drum & Five-Gallon Pail Man	1.24	
16. Order Dispatcher		1.10
17. Liquid Handler	1.25	
18. Stockman & Order Filler	1.25	
19. Label Imprinter	1.25	

20.	First Floor Stockman & Order Filler (Temporary)	1.28	
21.	Label Machine Operator (Large)	1.28	
22.	Stock Clerk "A"	1.285	1.12
23.	Tin Can Stockman	1.285	
24.	Returned Goods Man	1.285	
25.	Resin Sorter	1.29	
26.	Filter Press Operator	1.29	
27.	Trucker Checker	1.29	
28.	Truck Driver	1.295	
29.	Stone Mill Grinder	1.30	
30A.	Varnish Cooker Helper (Old)	1.30	
30B.	Varnish Cooker Helper - New Process	1.30	
31.	"A" Trucker & Raw Mat'l. Stockman	1.305	
32.	Maintenance Painter	1.305	
33.	Paint & Varnish Filler	1.315	1.16
34.	Varnish Blender	1.32	
35.	Wet Mixer & Thindown	1.32	
36.	Exp. Batch Developer	1.325	
37.	Raw Mat'l. Sampler & Checker	1.33	
38.	"B" Grinder	1.335	
39.	Ball Mill Mixer	1.34	
40.	Dry Mixer	1.34	
41.	Paint Tester	1.355	
42A.	Mtce. & Specialty Sign Painter	1.355	
42B.	Safety Inspector & Mtce. Man	1.355	
43.	Roller Mill Grinder "A"	1.355	
44.	Utility Man	1.305-1.355	
45.	Q. D. Dry Mixer & Shader	1.365	
46.	Varnish Thindown	1.365	
47.	"B" Shader	1.375	
48.	Pump Man	1.385	
49.	Head Centrifugal Man	1.42	
50.	"A" Shader	1.46	
51.	Varnish Cooker — Old Method	1.465	
52.	Floorman	10¢ to 20¢ above highest job rate under direction of Floorman	
53.	New Process Varnish Cooker	1.50	

Mechanical Dept.

JOB CLASSIFICATION	JOB RATES Male	Female
1. Maintenance Helper	1.32	
2. Machinist Helper	1.415	
3. Utility Maintenance Man	1.455	
4. Brick Layer	1.525	
5. Carpenter	1.525	
6. Tinsmith	1.525	
7. Class "B" Electrician	1.525	
8. Pipe Fitter	1.54	
9. Millwright Class "A"	1.33-1.545	
10. Machinist	1.565	
11. Electrician	1.645	
12. Tool & Die Maker	1.54-1.655	

General & Cafeteria

1. Watchman	1.13	
2. Cafeteria Helper		.93
3. Cook		.93-1.08

P&S Depts.

JOB CLASSIFICATION	JOB RATES Male	Female
1. General Table Worker		.91
2. Mimeograph Operator		.91
3. Color Chip Gatherer		.92
4. Color Card Inspector		.925
5. Wrapper	1.07	.94
6. Stock Clerk "B"	1.07	
7. General Bindery Worker		.945
8. Color Card Mach. Operator "C"		.965
9. Multigraph Operator		.975
10. Addressograph Operator		.99
11. Folding Machine Operator		.99
12. Color Card Machine Operator "B"		1.015
13. Janitress (Office)		1.05
14. Color Card Machine Operator "A"		1.085
15. Ass't. Supervisor		1.12
16. Color Chip Die Cutter		1.15
17. Label Die Cutter	1.16	
18. Sprayer	1.19	
19. Janitor	1.20	
20. Elevator Operator	1.225	
21. Roller Coater Machine Operator	1.26	
22. Press Washup Man	1.26	
23. Stock Clerk "A"	1.28	
23A. Shader "B"	1.315	
24. Ass't. CC Machine Setup Man	1.34	
25. Shipping Clerk	1.34	
26. Ass't to Foreman	1.345	
27. Specialty Craftsman & Display Panel Finisher	1.39	
28. Floorman	1.39	
29. Shader "A"	1.42	
30. Head CC Machine Setup & Mtce. Man	1.49	

COMPANY: Confidential (Pigments)

UNION: Chemical Workers--AFL

LOCATION: Great Lakes

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: October 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: $1.05 for production and maintenance workers; 70¢ for laboratory helpers; increase to job rate after 30 days

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

CLASSIFICATION	RATE PER HOUR
Watchmen and Janitors	$ 1.05
B-1 Crusher Men L-2 Calciner Filter Operators L-4 Tram Men L-4 Pan Men L-4 Steam Dryer Helpers Yard Men	1.15
L-5 Packers L-5 Bag Weighers L-5 Bag Tiers L-4 Filter and Dryer Operators	1.175
L-6 Bag Stackers Z-1 Helpers B-2 Barium Leachers L-1 Adjustment Tank Operators Mechanic Helpers Oiler and Helpers	1.20
B-1 Operators B-2 Black Ash Operators L-2 Calciner Burner Operators L-3 Treatment Tank Operators L-4 Steam Dryer Operators Swing Men	1.25
Z-1 Operators Boiler Firemen L-5 Mill Operators	1.30
Mechanics Electrician Carpenter	1.37
Machinist	1.51
Control Laboratory Helpers	.80
Physical Laboratory Helpers	.85

COMPANY: Confidential (Auto Paint and Compounds)

UNION: Auto Workers--CIO

LOCATION: Middle West

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: September 1947

WAGE REOPENING: At any time

Hiring Rate: 93¢ for men, 78¢ for women; $1.07 for men and 93¢ for women after 30 days; janitors and common labor start at 85¢

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

Engineer #1	$1.23
Engineer #2	1.13
Elevator Operator, Receiving and Stock Man	1.13
Janitors and Common Labor	1.07
General Help - Male	1.07
General Help - Female	.93
Matrons	.85
Production Chaser	1.18
Floor Service Man	Ave. of Group
Printing Press Operator - Female	1.13
Female Supervisors	1.23
Check and Place in Stock (including supply girls and mail order - female)	1.07
Electrician - Master	2.10
Electrician - Journeyman	1.86
Electrician - Helper	1.38
Hose Dept.	
Stamping, Packing and Inspecting Hose - Female	$ .94
Head Packer - Female	1.08
Night Supervisor - Male	1.73
Belt Dept.	
Building Flat and Round Belts	1.21
Curing Extra Long Vee Belts	1.13
Mold Cleaning and Buffing	1.13
Belt Testers - Female	1.08
Night Supervisor - Male	1.73
Reroll Crew	1.13
Combination - Curing long belts & Miscellaneous work	1.21
Cord dipping machine operator	1.21

Plant 8

Calender Operator	1.45
Wind-up Operator	1.35
Wind-up Helper	1.29
Mixing Mill Operator	1.40
Warm-up Mill Operator	1.35
Compound Man	1.40
Compound Helper	1.28
Spreader Operator #1	1.37
Spreader Operator #2	1.31
Spreader Helper	1.23
Press Operator	1.29
Drier, Re-roll and Sewing Operator	1.28
Tubing Operator	1.34
Tubing Helper	1.24
General Help in Mill Room	1.21
Production Chaser - operates power truck	1.35
Stock Man (includes curing patch and gasket)	1.29
Assistant Stock Man	1.25
Spreader - Cement Mixer Supervisor	1.40
Rubber Cement Mixer	1.31
Knitter machine operator	1.25

List 3

Plant #3	
Cutter - non-breakable material	1.08
Glass Cutter - Craftsman	1.10
Zipper Dept. Supervisor - Working	1.23
Stock, receiving and pick-up truck	1.16
Slitter set-up material checker & slitter operator	1.16
Patch slitter operator	1.21
Cut Patch	1.20
Order Assembler - Dor-tite	1.08
Press #1	1.23
Slitter, Z'er, & cleaner of gasket strips	1.10
Plant #3A	
#1 Chemical Compound	$1.28
#2 Chemical Compound	1.18

Maintenance

#1 Man	1.38
#2 Man	1.28

Shipping Room - Plant 5

Chief Shipping, Receiving and Supervision Clerk	1.45
Assistant Shipping and Receiving	1.25
Assemblers and Packers	1.13
Stock and Inter-plant Receiving Man	1.18
Truck Driver, including truck maintenance	1.35
Truck Driver Regular	1.21
Truck Driver Extra	1.15

COMPANY: Confidential (Pigments)

UNION: District 50, Mine Workers

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: February 1947

WAGE REOPENING: January 1948

Hiring Rate: 5¢ less than classified rate for 30 days

JOB RATE CLASSIFICATIONS

	HOURLY WAGE RATES DOLLARS PER HOUR
Engineers	$1.16½—1.21½
Mechanics	1.16½
Burners	1.07½
Watchmen tending boiler	1.01½—1.06½
Leader	1.04½
Mechanics Helpers	1.04½
Roustabouts	.99½
Electric Truck Operator	.99½
Common Labor	.94½
Watchmen	.94½
Wrapping and Packing Machine	.81½

COMPANY Confidential (Paint and Varnish)

UNION: Gas, Coke and Chemical Workers--CIO

LOCATION Great Lakes

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: December 1947

Hiring Rate: $1.00 for men, 85¢ for women; 5¢ increase after 30 days, job rate or women's rate after 3 mos.

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

CLASSIFICATION:	RATE PER HOUR
Janitors Laborers Watchmen	$ 1.155
Stockkeepers	1.19
Electric Truck Operators (Inside)	1.205
Tank Washers Laundry Filterers	1.215
Checkers & Weighers Thinners Packers Oil House Men Varnish Blenders – 1.26 Fillers	1.23
Filling Machine Operators (Male) Order Pickers Varnish Helpers Mechanic Helpers	1.28
Firemen	1.285
Tractor Drivers Electric Truck Operators (Outside) Stone Mill Men	1.305
Batch Makers Mixers Centrifuge Operators Mechanics "B"	1.33
Engineers	1.335
Roller Mill Men	1.38
Stone Dressers	1.43
Varnish Makers Shaders	1.28 - 1.48
Printers Mechanics Group Leaders	1.48
Women	1.03

PAPER AND PAPER PRODUCTS

COMPANY: Continental Paper Co.

UNION: Paper Workers--CIO

LOCATION: Ridgefield Park, N.J.

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: August 1948

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

MACHINE DEPARTMENT 1

1.	Machine Tenders	1.76½
2.	Back Tenders	1.43½
3.	Third Hands	1.33½
4.	Finishers	1.30½
5.	Electric Truck Driver	1.27½
6.	Carriers	1.27½
7.	Cutterman	1.25½
8.	Feltman	1.25½
9.	Brokemen	1.16½
10.	Screenmen	1.16½
11.	Cleanup Men	1.16½

BEATER DEPARTMENT 2

1.	Beater Boss	1.54½
2.	Assistant Beater Boss	1.37½
3.	Freeness Testers	1.32½
4.	Jordan Men	1.28½
5.	Clark Truck Driver	1.27½
6.	Settlermen	1.21½
7.	Beater Dumpers	1.21½
8.	Breaker Beater Dumpers	1.21½
9.	Cellarman and Size Making	1.19½
10.	Beater Furnisher	1.16½
11.	Breaker Beater Furnisher	1.16½
12.	Cleanup Furnisher	1.16½
13.	Cellarmen	1.16½

POWER DEPARTMENT 3

1.	Engineer	1.63½
2.	Boiler Repairmen	1.49½
3	Firemen	1.46½
4.	Turbine Attendants	1.32½
5.	Coal Handlers	1.27½
6.	Filter Operators	1.21½
7.	Ashmen	1.18½
8.	Laborers	1.16½

ELECTRICAL MAINTENANCE DEPARTMENT 4

1.	Day A Electricians	1.51½ - 1.55½
2.	Electric Truck Repairmen	1.51½ - 1.55½
3.	Shift Electricians	1.47½
4.	Day B Electricians	1.40½ - 1.48½
5.	Learners	1.16½ - 1.37½
6.	Oiler	1.24½

MECHANICAL MAINTENANCE DEPARTMENT

Machine Shop Group - 5A

1.	Head Machinist	1.97½
2.	Machinist A	1.87½
3.	Machinist B	1.73½
4.	Machinist Learners	1.16½ - 1.70½

Millwright Group - 5B

1.	Millwright Leader	1.70½
2.	Millwright	1.43½ - 1.60½
3.	Shift Millwright	1.43½

Welding Group - 5C

1.	Blacksmith	1.82½
2.	Welder	1.41½ - 1.60½

Grinding Group - 5D

1.	Knife and Roll Grinder	1.43½
2.	Roll Grinder	1.35½

Piping Group - 5E

1.	Head Pipefitter	1.70½
2.	Pipefitter A	1.48½
3.	Pipefitter B	1.32½
4.	Pipe Coverer	1.32½ - 1.40½

Mason Group - 5F

1.	Mason	1.51½

Painting Group - 5G

1.	Painter Leader	1.48½
2.	Painters	1.26½ - 1.32½
3.	Painters while on Spray Work	1.36½ - 1.42½

Lubrication Group - 5H

1.	Oiler Leader	1.34½

General Group - 5I

1.	Yard Crew Leader	1.38½
2.	Machinist Helper	1.27½
3.	Millwright Helper	1.27½
4.	Pipefitter Helper	1.27½
5.	Welder Helper	1.27½
6.	Blacksmith Helper	1.27½
7.	Truck Hoist Operator	1.29½
8.	Oilers	1.24½
9.	Dump Truck Driver	1.23½
10.	Yard Crew Men	1.16½
11.	Laborers	1.16½
12.	Mason Helper	1.27½

FIRE DEPARTMENT 6

1.	Fire Chief	1.35½

STORES DEPARTMENT 7

1	Storeroom Attendants *	1.21½
2	Day Storeroom Attendant *	1.26½

PLANT PROTECTION DEPARTMENT 8

1.	Watchmen	1.16½
2.	Guards	1.16½

GENERAL DEPARTMENT 9

1	Porters	1.16½
2.	Cleanup Men	1.16½
	Not Otherwise Specified	1.16½

SHIPPING DEPARTMENT 10

1.	Stock Man	1.34½
2.	Checkers	1.34½
3.	Loader	1.18½
4.	Warehouseman	1.16½

RECEIVING DEPARTMENT 11

1.	Unloading and Weighing Leader	1.32½
2.	Craneman	1.23½
3.	Stackers	1.21½
4.	Truckers	1.19½
5.	Leadmen receive .02 per hour above the regular rates	

FINISHING DEPARTMENT 12

1.	Liner Operator	1.32½
2.	Liner Feeder	1.23½
3.	Liner Catcher	1.18½
4.	Liner Finisher	1.18½
5.	Liner Carrier	1.16½
6.	Ream Cutter	1.46½
7.	Ream Cutter Finisher	1.22½
8.	Paster Feeder	1.23½
9.	Paster Catcher	1.26½
10.	Paster Carrier	1.22½
11.	Sheeter Operator	1.21½
12.	Sheeter Helper	1.16½
13.	Winder Operator	1.32½
14.	Winder Helper	1.16½
15.	Winder Roll Finisher	1.21½ - 1.16
16.	Electric Truck Driver	1.27½
17.	Skid Repair	1.16½
18.	Cleanup Man	1.16½

COMPANY: Confidential (Containers)

UNION: Paper Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

Occupation	Hourly Base Rate
PAPER MILL - MACHINE ROOM	
Machine Tender	$ 1.59
Back Tender	1.34
Third Hand	1.29
Felt Checker	1.19
Four String Cutter Man	1.19
Two String Cutter Man	1.11
Chart Room Man	1.11
PAPER MILL - BEATER ROOM	
Jordan Man	1.29
Breaker Beater Tender	1.29
Beater Feeder	1.14
Asst. Beater Feeder & Laborer	1.07
Raw Material Trucker - Hand	1.04
Jitney Driver	1.12
Jitney Driver & Repairman	1.22

CORRUGATING DEPARTMENT

Occupation	Hourly Base Rate
Operation 37 & 38	
Corrugating Machines 102 & 103	
Operator	$ 1.27
#1 Roll Shafter	1.12
#2 Roll Shafter	1.07
Inspector (Slitter Setter)	1.17
Offbearers	
#1 Cutter (#102 (#103	1.07
#2 Cutter (#102 (#103	1.08
Trucker (split between Machines)	1.00
Operation 02	
Balers	1.03
Operation 40	
Slitter - Machine 117	
Operator	1.09
Helper	1.02
Operation 42	
Printer Slotters Machines 124-125-128-129	
Operator	1.22
Feeder	1.11
Helper	1.01
Feed End Trucker	1.00
Dely. " "	1.00
Die Mounter	1.19
Die Mounter, Ex.-Operator	1.22
Operation 42 and 43	
Flapper Machine 120 & Plain Slotter 121	
Operator	1.11
Helpers	1.03

CORRUGATING DEPARTMENT

Occupation	Hourly Base Rate
Operation 45	
Hand Taping - Machines 134-135-136-137	
Taper (Female)	$ .92
Bundler	1.02
Piler & Machine Setter	1.07
Piler	.99
Operation 45	
Semi-Automatic Hand Taper - Machine 132	
Operator (Female)	.90
Bundler	1.02
Operation 45A	
Automatic Taping - Machines 139-140	
Folder (Female)	.89
Counter (Female)	.92
Bundler	1.01
Operator	1.12
Piler	.99
Operation 15	
Stitching Machine 273	
Operator (Female)	.94
Helper (Female)	.88
Operation 36	
Corrugating Machine 101-S.F. Rolls Only	
Operator	1.15
Operation 40	
Slit & Score - Machines 110-111	
Operator	1.09
Helper	1.02
Operation 40	
Slitters - Machines 113-114-115	
Operator	1.05
Helpers	.98
Operation 42	
Plain Slotter - Machine 123	
Operator	$ 1.11
Helper	1.03
Operation 45	
Hand Taper - Machines 133-144	
Taper (Female)	.92
Operation 49	
Up & Down Slotter - Machines 122-244	
Operator	1.08
Operation 51	
Single Face Cutter - Machine 151	
Operator	1.04
Operation 52-54	
Partition Slotter & Saw - Machines 172-150	
Operator	1.06
Helper (Female)	.88
Operation 55	
Tube Taper Machine 141	
Taper (Female)	.89
Helper (Female)	.87
Operation 83-B	
Auto-Bundling Machines 169-170-171	
Operator (Female)	.90
Operation 83-B	
Bundlers	1.01
Operation 83-G	
Partition Assembly	
Operator (Female)	$ .87

FIBRE DEPARTMENT

Operation 01	
Paster Machine 201	
Operator	$ 1.27
Checker	1.16
Roll Shafter	1.12
Offbearer - Slitterman	1.12
Offbearers	1.08
Tank Man	1.19
Trucker	1.00
Operation 03	
Slitter - Machine 211	
Operator	1.06
Offbearer	.98
Operation 04	
Seybold Cutters Machines 220-221	
Operator	1.08
Operation 12	
Up & Down Bar Creaser - Machine 253	
Operator	1.01

Operation 06

Swift Slotter - Machine 237

Operator	1.14
Feeder	1.07
Passer	.97

FIBRE DEPARTMENT

Occupation	Hourly Base Rate
Operation 07	
Swift Printer Slotter - Machine 229 (When using Automatic Feed)	
Operator	$ 1.22
Feeder	1.10
Operation 07	
Swift Printer Slotter - Machines 229-232	
Operator	1.22
Feeder	1.10
Passer	.97
Operation 08	
Hooper Printer - Machine 231	
Operator	1.15
Operation 08	
Hooper Printer - Machine 233	
Operator	1.15
Feeder	1.05
Operations 12-13-30	
Bar Creaser & Slotter - Machines 241-251	
Operator	1.06
Horizontal Creaser	1.01
Passer	.98
Slotter Man	1.08
Operation 13	
Up & Down Slotter - Machines 241-243	
Operator	1.08
Operation 23	
Langston Printer - Machine 230	
Operator	1.15
Feeder	1.05
Offbearer	.97
Passer	.97
Operation 33-B	
Bundlers	1.01
No. 1 Piler & Trucker	1.01
No. 2 Piler & Trucker	.99
Die Mounter	1.19
Die Mounter, Ex.-Operator	1.22
Operation 16	
Punch Press - Machine 245	
Feeder	1.03
Bundler	1.01
Operation 22	
Paraffin or Glazite - Machines 282-283	
Operator	1.09
Helpers	1.01
Operation 50	
Platen Presses - Machines 310-312-313	
Feeder	1.08
Peelers	.98
Operation 50	
Cottrell & Sheridan Presses - Machines 281	
Feeder	1.04
Peeler-Bander	1.01
Peelers	.98
Piler & Trucker	.98
Inspector (Female)	.92
Operation 50	
Die Cut Machine Setter	1.22
Die Cut Machine Setter & Operator	1.13
Operation 33-H	
Die Maker & Machine Setter	1.32
Operation 33-B	
Bundlers & Banders	$ 1.01
Operation 15	
Hand Stitching Machines 275-277	
Operator (Female)	.94
Helper (Female)	.88
Semi-Auto. Stitching Machines 286-288-157-158	
Operator (Female)	.90
Operation 15-B	
Bundler	1.01
Machine Setter & Piler	1.08
Piler	.99
Stitching Mach. Repair Man	1.22

ROLL STORAGE DEPARTMENT

Occupation	Hourly Base Rate
Shift Keyman	1.23
Crane Operator	1.20
Piler & Roll Hooker	1.13
Tally & Monorail Man	1.06
R. S. Laborer	.99

MAINTENANCE DEPARTMENT

Machinists	1.57
" Helpers - 1st Year	1.09
" " - 2nd Year	1.19
" " - 3rd Year	1.34
" " - 4th Year	1.44

MAINTENANCE DEPARTMENT

Occupation	Hourly Base Rate
Lead Millwright	$ 1.52
Millwright	1.47
Steamfitter	1.47
Lead Electrician	1.52
Electrician	1.47
Welder	1.47
Millwright, Steam Fitter & Elec. Helpers - 1st Year	1.09
2nd Year	1.17
3rd Year	1.25
4th Year	1.34
Grinder	1.42
Yard and Utility Man	1.22
Yard Labor	1.02
Oiler	1.17

MISCELLANEOUS

Chief Janitor	1.07
Janitors	1.02
Matron	.92

SHIPPING DEPARTMENT

Checkers	1.15
Warehousemen	1.09
Elevator Men	1.04
Tally Man & Loaders	1.02
Lead Man 3rd Shift	1.05

Hiring Rate

The hiring rate for new employees shall be five (5) cents below the rate of the job for which hired and such new employees shall advance to the job rate within thirty (30) days.

Employees selected for advancement shall advance to the base rate on the job for which they have been selected as fast as their skill and ability warrant.

CAFETERIA DEPARTMENT

Occupation	Hourly Base Rate
Head Cook	$ 1.17 to $ 1.37
Ass't. to Head Cook	1.02 to 1.22
Cook - 1st Shift	.97 to 1.12
Cook 2nd Shift	1.02 to 1.22
#1 Counter Girls-Cashier	97. to 1.07
#2 Counter Girls	.92 to 1.02
#3 Counter Girls	.82 to .92
Porter	.92 to 1.02

COMPANY: Ball Brothers Co.

UNION: Paper Workers--CIO

LOCATION: Noblesville, Ind.

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: February 1947

WAGE REOPENING: August 1947

Note: Employees advance from the starting rate to the job rate after 6 weeks.

JOB GRADE	STARTING RATE	JOB RATE
21	.80	.85
22	.85	.90
23	.90	.95
24	.95	1.00
25	1.00	1.05
26	1.05	1.10

GRADE 21	Broke Handler Broke Hustler Coal Unloader Floorman (Loader) Janitor (Truck Operator) Levee Watchman	Oiler Rotary Filler Shedman Yardman Yard Watchman
GRADE 22	Boiler Repairman Boiler Repairman's Helper Breaker Beaterman Dumper Electrician's Helper Fireman's Helper Fork Truck Operator Finisher	Furnisher Lime Slaker Millwright's Helper Pipe Fitter's Helper Stock Pitcher Tractor Operator Water Softener Yardman Conveyor Feeder
GRADE 23	Assistant Rotaryman Carpenter	Stacker (Group Leader) Winderman
GRADE 24	Back Tender Beaterman Boiler Repairman Electrical Repairman	Fireman Garage Mechanic Truck Driver (Tractor & Trailer)
GRADE 25	Dredge Engineer Electrician Machinist Millwright	Pipe Fitter (Plumber) Turbine Operator Welder
GRADE 26	Machine Tender	

COMPANY: Auglaize Box Board Co.

UNION: District 50, Mine Workers

LOCATION: St. Marys, Ohio

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: At any time

Hiring Rate: 98¢ for laborers

Shift Bonus: 5¢ for night work

Job Title	Regular Rate
MACHINE	
Machine Tender	$1.43
Back Tender	1.23
3rd Hand (Rewinder)	1.13
Felt Checker	1.08
4th Hand	1.03
Hay Hiker	.98
BEATER	
Beater Boss	$1.31
Pulper Supervisor	1.13
Top Liner Beater Man	1.08
Pulper Feeder	1.08
Underliner Feeder	1.03
Trucker	.98
POWER	
Engineer	$1.33
Crane Operator	1.09
Utility & Oiler	1.03
Utility P. D.	1.03
Laborer	.98
MAINTENANCE	
S. M. Machinist	$1.33
S. M. Carpenter	1.33
S. M. Pipe Fitter	1.33
S. M. Welder & Blacksmith	1.33
Skilled Millwright	1.28
Electrician	1.23
Semi Skilled Millwright	1.18
Truck Driver	1.03
Millwright Helper	1.03
Watchman & Oiler	1.03
Laborer	.98
Janitor & Chlorine Mixer	.98
RECEIVING	
Yard Boss	$1.23
Paper Inspector & Grader	1.13
Tractor Operator	1.03
Laborer & Trucker	.98
SHIPPING	
Shipping Boss	$1.23
Laborer	.98
STORES	
Storeroom Assistant	$1.08

COMPANY: Confidential (Boxes)

UNION: Pulp, Sulphite and Paper Mill Workers--AFL

LOCATION: Middle West

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 76¢ for men, 71¢ for women; 5¢ increase after 3 mos.

Shift Bonus: 5¢ on 2nd, 7¢ on 3rd shift

JOB	Incentive Job Rate as Shown on Last Contract	FIRST SHIFT			SECOND SHIFT			THIRD SHIFT		
		Unit Rate	Hourly Rate	D.W.	Unit Rate	Hourly Rate	D.W.	Unit Rate	Hourly Rate	D.W.
WAREHOUSE 5100										
Crane Operator	.56	.29	.55		.315	.575		.325	.585	
Car Checker	.57	.285	.545		.31	.57		.32	.56	
Car Unloader	.55	.25	.51		.275	.535		.285	.545	
File Checker	.52	.26	.52		.285	.545		.295	.555	
CORRUGATOR 5203										
Operator	.97	.535	.595		.96	.92		.57	.65	
First Helper (D.B.)	.56	.265	.555		.32	.58		.33	.59	
Core-Up Man	.57	.285	.545		.31	.57		.32	.58	
Score Set-Up	.56	.29	.55		.315	.575		.325	.585	
Take-Off	.55	.275	.535		.36	.56		.51	.57	
CORRUGATORS 0255-0206										
Operator	.68	.34	.59		.365	.625		.575	.635	
First Helper (D.B.)	.60	.29	.56		.525	.585		.355	.595	
Core-Up Men	.56	.29	.55		.315	.575		.525	.565	
Score Set-Up	.59	.295	.555		.32	.59		.55	.59	
Take-Off	.59	.28	.34		.356	.645		.215	.579	
CORR. DEPT. ELECTRIC TRUCKER				1.15			1.29			1.22

JOB	Incentive Job Rate as Shown on Last Contract	FIRST SHIFT			SECOND SHIFT			THIRD SHIFT		
		Unit Rate	Hourly Rate	D.W.	Unit Rate	Hourly Rate	D.W.	Unit Rate	Hourly Rate	D.W.
MISC. CORRUGATOR HELPERS										
Start				.59			.51			.93
After 35 Days				.52			.67			.99
After 95 Days				1.52			1.57			1.56
SCORING MACHINE 5355-57-58										
Operator	.55	.29	.55		.313	.575		.525	.585	
Helper	.51	.255	.515		.26	.54		.29	.55	
SLITTER 0525										
Operator	.57	.285	.545		.21	.57		.52	.56	
Helpers (Female 2)	.42	.21	.47		.255	.495		.245	.555	
SLITTER 5522										
Operator	.58	.26	.55		.315	.575		.525	.585	
Helper (Male 1) or	.51	.255	.515		.26	.54		.26	.555	
Helpers (Female 2)	.42	.21	.47		.235	.495		.245	.555	
PRINTER SLOTTERS 0455-57-09-15										
Operator	.64	.32	.56		.345	.655		.355	.015	
First Helper (T.O.)	.56	.56	.54		.395	.395		.315	.575	
Second Helper (Feed)	.55	.25	.51		.275	.555		.285	.545	
FLAP CUTTER 0442										
Operator	.55	.295	.555		.32	.56		.33	.59	
First Helper (Feed)	.52	.25	.52		.285	.545		.295	.555	
Second Helper (T.O.)	.45	.24	.50		.285	.325		.275	.525	

If, after computing incentive workers' earnings, the workers' average hourly earnings for the pay period are less than the guaranteed minimum rate, then the guaranteed minimum rate shall be paid. This guaranteed minimum rate is the miscellaneous rate applying to the employees' length of service.

Units—Are the same as the standard hours shown on all existing standard sheets.

Unit Rate—Is one-half of the last previous incentive job rate. Multiply unit rate by units earned to compute earnings on incentive.

Hourly Rate—Is one-half of the last previous incentive job rate plus 26 cents (18 + 8 = 26). Multiply hourly rate by the actual hours worked and add this to earnings on incentive.

D. W.—Is day work hourly rate.

JOB	Incentive Job Rate as Shown on Last Contract	First Shift Unit Rate	First Shift Hourly Rate	First Shift D.W.	Second Shift Unit Rate	Second Shift Hourly Rate	Second Shift D.W.	Third Shift Unit Rate	Third Shift Hourly Rate	Third Shift D.W.
PLATEN PRESSES 0502-04										
Operator	.56	.20	55		215	.575		.225	565	
BAND SAW 0902										
Operator	57	.285	543		.21	57		.22	.58	
BOX SAW 0952										
Operator	57	285	545		.21	57		32	56	
Helper	.50	.23	51		.275	535		265	.545	
PUNCH PRESSES 1006-08										
Operator	.57	.285	543		.31	.57		22	58	
Helper	51	255	.515		.26	.54		.20	55	
BALERS 1602-04										
Operator	.50	.26	54		.205	.505		.215	.575	
SCRAP PICK UP 1610	47	.235	.405		.20	.52		.27	.52	
ELECTRIC TRUCKER				1.10			1 15			1.17
PRINT DIE & INK MAN				.91			.96			.98
CLERK & PRESSETTER				.96			1.01			1.02
NIGHT CLERK & ASSISTANT							1.07			

JOB.	Incentive Job Rate as Shown on Last Contract	First Shift Unit Rate	First Shift Hourly Rate	First Shift D.W.	Second Shift Unit Rate	Second Shift Hourly Rate	Second Shift D.W.	Third Shift Unit Rate	Third Shift Hourly Rate	Third Shift D.W.
FINISHING CHECKERS										
3 Machines (Female)				.98			1.03			1.06
4 Machines (Female)				1.01			1.06			1.08
MULE TAPER 0781										
Operator (Female)	.44	.22	.48		.246	.505		255	.518	
Helper (Female)	.42	.21	.47		.235	.495		.245	.508	
NAT'L. MACH. TAPERS 3700										
Folder Taper (Female)	.42	.21	.47		.235	.495		.245	505	
Inspectors (Female)	.42	.21	.47		.235	.495		.245	.505	
AUTO. TAPE MACH. 3740										
Operator (Male)	.54	.27	.53		.295	.555		.205	.565	
Inspector (Female)	.42	.21	.47		.236	.495		245	.505	
Bundler (Male)	.50	.23	.51		.275	.535		.285	.545	
Folder (Male)	54	.25	.51		.276	.525		.285	.545	
HAND TAPERS										
Tapers, Folders & Inspectors (Female)	42	.21	.47		.235	.495		.245	.505	
TRUCKING 0754										
Table Loaders				1.04			1.09			1.11
Head Trucker				1.07			1.12			1.14
Ass't. Head Trucker				1.04			1.09			1.11
Truckers				1.01			1.06			1.06

JOB	Incentive Job Rate as Shown on Last Contract	First Shift Unit Rate	First Shift Hourly Rate	First Shift D.W.	Second Shift Unit Rate	Second Shift Hourly Rate	Second Shift D.W.	Third Shift Unit Rate	Third Shift Hourly Rate	Third Shift D.W.
BUNDLING 1100	50	.28	.54		305	565		.315	.575	
STITCHERS 0800										
Operator & Folder (Female)	42	.21	47		225	.495		245	.505	
Bundler Inspector (Female)	49	245	505		27	53		28	54	
Bundler Inspector (Male)	49	245	505		.27	53		28	.54	
PARTITION SLOTTER 1202										
Operator	54	27	53		295	.555		.305	.565	
PARTITION SLOTTERS 1244-1246										
Operator	56	28	.54		305	.565		.315	575	
Slitter Helper	52	20	52		285	545		295	.555	
Second Helper	49	245	505		.27	53		28	54	
PARTITION NESTING 1300 (FEMALE)	40	20	46		225	485		235	495	
SCRAP SORTER				96			1 01			1 02
TRUCKING MEZZANINE										
Trucker				1 01			1 06			1 07

JOB	Incentive Job Rate as Shown on Last Contract	First Shift Unit Rate	First Shift Hourly Rate	First Shift D.W.	Second Shift Unit Rate	Second Shift Hourly Rate	Second Shift D.W.	Third Shift Unit Rate	Third Shift Hourly Rate	Third Shift D.W.
SHIPPING										
Weigher				.85			1.00			1.02
Car Checker	56	29	.55		.215	.575		.223	.585	
Car Loader	52	265	.525		.29	.55		.30	.56	
Truck Checker	.55	.275	.535		.20	.50		.21	.57	
Car Pooler	51	.255	.515		28	.54		.20	.55	
Truck Pooler	51	255	.515		.28	.54		29	55	
Clerk (Night Shift)							1 07			1.09
Truck & Misc. Worker				.91			.99			.88
Elevator Op. & Trucker				.91			.90			88

JOB	Incentive Job Rate as Shown on Last Contract	First Shift Unit Rate	First Shift Hourly Rate	First Shift D.W.	Second Shift Unit Rate	Second Shift Hourly Rate	Second Shift D.W.	Third Shift Unit Rate	Third Shift Hourly Rate	Third Shift D.W.
BALER 1401										
Operator	.56	.280	.54		.298	.565		218	.575	
PASTER 2101										
Operator	.64	.33	60		.255	615		.265	.625	
First Helper	.50	.296	.555		.62	.58		22	.60	
Slitter Set-Up	.58	.29	.55		.218	.575		328	.585	
Core-Up	.56	.28	.54		.308	.568		615	.578	
Take-Off	.56	.28	.54		.806	.565		.315	572	
BAR CREASERS 2201-2202										
Operator	.87	.288	.645		.31	.57		22	56	
Helper	.40	.648	.548		27	.58		28	.64	
VERTICAL SLOTTER 2230										
Operator	.56	.27	.53		298	.558		205	565	
SWIFT SLOTTER 2211										
Operator	.42	.31	.57		.326	505		345	605	
First Helper	.84	.67	52		.205	.558		.205	505	
Second Helper	.80	.23	.51		.275	.525		285	545	
SWIFT PRINTER-SLOTTER 2223										
Operator	.64	.22	.58		345	.605		.355	615	
First Helper	.56	.28	.54		.305	.505		215	575	
Second Helper	.50	.25	.51		275	565		.285	545	
PRINTERS 0431-0434										
Operator	02	.21	.57		225	.505		.245	.065	
First Helper	.56	.27	.82		.205	.568		.206	608	
Second Helper	.50	.25	.81		.275	.533		.286	.545	
PUNCH PRESS 1002										
Operator	54	.27	.53		295	.555		.208	.845	
PUNCH PRESSES 1007-08										
Operator	.54	.27	.53		.298	.555		.305	.565	
Helper	.50	.23	.81		.278	.588		.285	.848	

JOB	Incentive Job Rate as Shown on Last Contract	First Shift Unit Rate	First Shift Hourly Rate	First Shift D.W.	Second Shift Unit Rate	Second Shift Hourly Rate	Second Shift D.W.	Third Shift Unit Rate	Third Shift Hourly Rate	Third Shift D.W.
AUTOMATIC STITCHER 0832										
Operator	.48	.24	.50		.265	.525		275	.535	
Helper	.44	.22	.48		.245	.505		255	515	
Bundler	.50	.28	.54		.305	.565		.315	.575	
ARM STITCHERS 0800										
Operator	.45	.225	.485		25	.51		29	.52	
Helper	.42	21	.47		.235	.495		245	505	
Bundler	.40	245	.505		.27	.52		28	.54	
FINISHING CHECKER				.98			1.03			1 05
BUNDLERS 1100	.54	.28	.54		.295	.565		.315	.575	
ELECTRIC TRUCKER				1 10			1.15			1 17
HAND TRUCKER				.88			1 01			1 02
SEYBOLD CUTTER 2702										
Operator	.91	.295	.545		.22	.58		24	60	
PARAFFIN MACH. 2800										
Operator	40	.245	.505		.27	.52		28	.54	
Helper	.44	.23	.48		.255	.515		.265	.525	
BALER 1403										
Operator	.54	.28	.54		.305	.505		.315	.575	

JOB	Incentive Job Rate as Shown on Last Contract	First Shift Unit Rate	First Shift Hourly Rate	First Shift D.W.	Second Shift Unit Rate	Second Shift Hourly Rate	Second Shift D.W.	Third Shift Unit Rate	Third Shift Hourly Rate	Third Shift D.W.
PORTERS										
Regular				91			99			98
Machine Cleaners				.84			.86			1 01
STOCK ROOM CLERK				1.12			1 17			
STOCK ROOM HELPER				92			97			
PASTE MIXER				1.02			1 07			1 09
MAINTENANCE DEPARTMENT										
Mechanic 1st Grade				1 45			1.52			1 55
Mechanic 2nd Grade				1.40			1 47			1 50
Mechanic 3rd Grade				1 35			1.42			1.45
Jr. Mechanic 1st Gr.				1 20			1 27			1 40
Jr. Mechanic 2nd Gr.				1 25			1.22			1 35
Apprentice, 3rd Six Months (With Qualifications)				1 30			1.27			1 20
Apprentice, 2nd Six Months (With Qualifications)				1.15			1.22			1 25
Apprentice, 1st Six Months				1 10			1 17			1 30
Oiler				1 15			1.22			1.25

COMPANY: Pacific Coast Ass'n. of Pulp and Paper Manufacturers
UNION: Paper Makers--AFL; Pulp, Sulphite and Paper Mill Workers--AFL
LOCATION: Pacific (Interstate)

SIZE OF COMMUNITY: ---

EFFECTIVE DATE: June 1947

WAGE REOPENING: May 1948

Rates: \$1.27½ for men, \$1.07 for women. Mechanics: A plus, over \$1.72½; A, \$1.72½; B, \$1.65½; C, \$1.52; D (helper), \$1.39

Shift Bonus: 4¢ for night work

COMPANY: Confidential

UNION: District 50, Mine Workers

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: September 1947

WAGE REOPENING: At any time

Hiring Rate: 82½¢ for men; 67½¢ for women; 5¢ increase after 30 days

Shift Bonus: 4¢ for night work

OCCUPATION:-

Rulerman L Machine	$1.07½ Hr.
Rulerman Straight Machine	1.04½ "
Runner	1.00½ "
Lay Boy Worker	.95½ "
Floor Man	.95½ "
Trimmerman-Automatic combined with flat bed	1.03½ "
Other Trimmers	1.00½ "
Rewinding-Operators - Men	1.00½ "
Women	.95½ "
Cutter	1.04½ "
Head Packer	1.00½ "
Head Shipper	1.00½ "
Printing-Head Printer	1.08½ "
Printing Helper - setting type experience	1.04½ "
Truck Driver	1.00½ "
Janitors	.87½ "
Head Maintenance, Class "A"	1.14½ "
Maintenance, Class "B"	1.04½ "
Class "C"	1.01½ "
Outdoor Maintenance	1.00½ "
General Labor	.95½ "
Jitney floor man upstairs	.97½ "
GIRLS	.79½ "

COMPANY: Confidential (Paper Stock)

UNION: Paper Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 81¢ for men, 71¢ for women; 8¢ increase after 30 days

Shift Bonus: 5¢ on night shifts

CLASSIFICATION	HOURLY BASE RATE
MALE	
Maintenance Man (A)	1.16
Maintenance Man (B)	1.06
Maintenance Man (C) Helper	1.01
Working Foreman	1.06
Pressmen	1.01
Scaleman (Second Floor)	1.01
Outside Balerman & Packing Division Balerman	.96
Donkey Drivers (only Operators of Mechanical Donkies)	.96
Book Elevator Loader	.93
Bag & Bale Escalator Operator (1st Floor)	.93
Bag & Bale Escalator Attendant (5th Floor)	.89
Bag & Bale Escalator Stacker (5th Floor -Platform)	.93
Elevator Operator) (Main Building only)	.96
Elevator Helpers) (Main Building only)	.93
Platform Man	.93
Fireman	.93
Janitor & Janitress	.93
Truck Helper	.89
Grading Man	.89
Circle Saw, Band Saw & Alligator Knife (Machine Operators only)	.93
Sweeper	.89
FEMALE	
Working Floor Ladies	.89
Sewing Machine Operator	.89
Shredder Feeder	.87
Book & Ledger (Machine Sorters only)	.84
Rag Sorter	.81
Belt Sorter	.79
Sorters (All Others)	.81

COMPANY: Confidential (Containers)

UNION: Pulp, Sulphite and Paper Mill Workers--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 82¢ for men, 72¢ for women; 7¢ increase after 3 mos.

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

FELT MILL

Male

Classification	Rate per hour
Loom Fixer	$1.54
Head Weaver	1.24
Head Finisher	1.22
Weavers, Warpers and finishers	1.18
Head Spinner & mule fixer	1.54
Spinner Fixer	1.20
Spinners	1.16
Carder & Picker	1.16
Picker Oper.	1.06
Helpers	.98
Stockman Class A (When qualified - the Supt. to be sole judge)	.98
" " B (over 2 months service)	.95
" " C (under 2 months service)	Min.

Note: While in training for skilled jobs; trainee shall be increased at rate of $.05 per hour every two months until full rate is reached.

Female

Joiners:-Hiring rate	.72
After 3 months	.79

When total monthly production, on top and bottom felts, has a daily average of:

Over 4 yards	.95
5-1/2 yards to 4 yards	.90
3 yards to 5-1/2 yards	.87
Under 3 yards	Min.

The leader for Joiners & Burlers (1) shall receive 4 cents in addition to established rate shown above.

All other female operations including burlers, tie in, etc.:

Over 12 months experience	.87
" 9 " "	.84
" 8 " "	.81
Under 6 " "	Min.

The leader of tie-in, twisters, spoolers and Cobb winders shall receive 4 cents in addition to established rate shown above.

COMPANY: Confidential (Containers)

UNION: Firemen and Oilers--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 82¢ for men, 72¢ for women; 7¢ increase after 3 mos.

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift.

MAINTENANCE

Classification		Hourly Rates
Machinist:-	Group Leader	$1.55
	Class A	1.46
	Class B	1.34
	Class C	1.25
	Apprentice	(See apprentice Schedule)
Millwright:-	Group Leader	1.55
	Class A	1.39
	Class B	1.31
	Class C	1.23
	*Class D (millwright Oiler)	1.09
	Apprentice	(See apprentice Schedule)
Welders:-	Group Leader (Combination Welder)	1.55
	Class A	1.46
	Class B	1.34
	Class C	1.25
	Apprentices	(See apprentice Schedule)
Painters:-	Group Leader	1.55
	Class A	1.26
	Class B	.96
Electricians:-		
	Group Leader	1.55
	Class A	1.46
	Class B	1.40
	Class C	1.33
	Apprentices	(See Apprentice Schedule)
Sheet Metal Workers:-		
	Class A	1.43
	Class B	1.34
	Class C	1.25

* Class D Millwrights will remain in that classification and will not be subject for promotion to Class C, B, or A, as long as they remain on the Millwright-Oiler job.

Pipefitters:-	
Group Leader	1.55
Class A	1.39
Class B	1.31
Class C	1.23

Power House

Classification	Hourly Rates
Power Plant Foreman (Formerly known as shift Engineer)	Salary
Power House Mechanic:-	
Class A	$1.40
Class B	1.22
Class C	1.11
Firemen:-	
Class A	1.28
Class B	1.20
Class C	1.16
Boiler Repairs:-	
Class A	1.34
Class B	1.20
Helpers	1.00
Coal Hoist Operator:-	
Class A	1.00
Class B	1.03
Coal Hoist Helper	.95
Oilers:-	
Class A	1.01
Class B	.94
Coal and Ash Handlers	.94
Larrymen *Class A	1.03
Class B	1.00

*Men can only advance to this classification after they have passed the state's examination and have obtained a Fireman's License.

Paper Mill

Classification	Rate per Hour
Machine Tenders	$1.67
Back Tenders	1.23
Finishers	1.02
Felt Checkers	1.01
Hand Cutter Boys	1.01
Second Cutter Boys	.99
Third Cutter Boy	.96
Roll Checkers	1.06
Broke Handling	.95
Beater Boss	1.34
Jordan Man	1.01
Plug Pullers	.98
Water Tenders	.98
Thickners on #2 Machine	.98
Lieback Beater Men	.97
Beater Helpers	.95
Mill Extras	Min.
Janitors	Min.
Laboratory Class 1-over 3 months experience	.96
Class 2-over 2 months experience	.91
Class 3-under 2 months experience	Min.
Lift Truck Operators	1.01
Cylinder Repair and General Utility Man Class A	1.26
Cylinder Repair and General Utility Men Class B	1.15

PASTING DEPT.

Classification	Rate per Hour
Warehouse Floormen: Class A (over 3 months experience)	$0.95
Class B (under 3 months experience	Min.
Warehouse Crane Operators: - Class A	1.15
Class B	1.09
Class C	1.03

Crane operator's learning will be paid floorman's rate of $.95 per hour until foreman feels they are qualified to operate cranes in production. After this time, when operating on regular shift, they will be paid Class C rate, and thereafter shall be stepped up to Class B and Class A, as they qualify. Qualifications to be judged by the Company.

Dinkey Drivers	1.03
Starchmen: -- Class A	1.15
Class B	1.00
Empty Truck Pushers	Min.

SPECIAL GUARANTEED HOURLY RATE

The following hourly rates will be guaranteed to operators with one or more year's experience on their respective machines. Guarantee will cover any work performed in any department. Any employee who has failed to work for 30 days in the capacity of his guaranteed rate, will automatically be removed from that guarantee, but will be eligible for the rate of the new machine which he operates. It will be effective for the duration of the war and six months thereafter or the termination of this contract.

	Rate per Hour
Fibre Paster Operators	$1.15
Corrugator Operators	1.15
Duplex Machine Operators	1.15

SHEET PLANT

Classification	Rate per Hour
Waste Sorting and Stockman	$1.03
Seybold Operators	1.04
Seybold Helpers	.94
Rotary Slitters - Small Hooper-Staude- #1 Fibre Slitter	
Male Head Set Up Man and Running	1.04
Male Set Up and Running	1.00
Male Running only (over 6 mos. service)	.97
Male Running only (under 6 mos. service)	Min.
Male Helpers	Min.
Female Helpers (over 9 mos. service)	.63
Female Helpers (over 6 mos. service)	.61
Female Helpers (under 6 mos. service)	Min.
Band Saw - Tube Taper-Chopper:	
Male Operators	.94
Male Helpers	Min.
Female Helpers	Min.
Hand Taper Operator (over 6 mos. service)	.65
Hand Taper Operator (under 6 mos. service)	Min.
String Bundler (Running only)	.85

All above rates include pay for cleaning up and handling scrap.

SPECIAL GUARANTEED HOURLY RATES

The following hourly rates will be guaranteed to operators with one or more year's experience on their respective machines. Guarantee will cover any work performed in any department. Any employee who has failed to work for 30 days in the capacity of his guaranteed rate; will automatically be removed from that guarantee, but will be eligible for the rate of the new machine which he operates. It will be effective for the duration of the war and six months thereafter or the termination of this contract.

#1 Slitter Operators	$1.00
#2 Slitter Operators	1.00
Head Creaser-Slotter Operator	1.04
Seybold Operators	1.04

PRINTING DEPARTMENT

Classification	Rate per hour
Lacquer Machine-Female Operator	
(Over 6 months' experience)	$ .65
(under 6 months' experience)	.63
Female Helper-	
Over 6 months' service	.63
under 6 months' service	Min.
Cottrell Die Maker	1.26
Cottrell Assistant Die Maker	
Over 6 months' experience	.94
Under 6 months' experience	Min.
Cottrell Set Up Man (including repair work on dies)	1.15
Female Cottrell Feeder	.61
Thomson Press Operator - When corrugated sheet average is over 1200 sheets per hour for the month	1.09
When corrugated sheet average is less than 1200 sheets per hour for the month	1.02
Dauber Rack Machine - Operator Mechanics - Class A	1.15
Class B	1.05
Class C	.96
Hourly rates for Display Section	
Female Employees - Class A (experienced stitcher operator only)	.65
Female Employees - Class B (over 6 months' service)	.61
Female Employees - Class C (under 6 months' service)	Min.
Thompson Press Loader or Stripper - Class A	.96
Class B	Min,

PRINTING (Cont.)

Classification

The following special hourly rates will be paid to crew members when not working on piece rate jobs and having 30 days or more experience in their specified position on Table Stitchers. Since these rates do not apply to piece rated jobs when worked on hourly rate, the rates should be listed on the time sheet when they are applicable, and approved by the foreman.

	Male	Female
Table Stitcher Operator	$.95	$.92
Helper	.91	.88
Folder	Min.	.85
Bundler (for 1 Mach.)	Min.	.68
Bundler (for 2 Mach.)	.95	.89

Special Guaranteed Hourly Rates

The following hourly rates will be guaranteed to operators with one or more year's experience on their respective machines. Guarantee will cover any work performed in any department. Any employee who has failed to work for 30 days in the capacity of his guaranteed rate, will automatically be removed from that guarantee, but will be eligible for the rate of the new machine which he operates. It will be effective for the duration of the war and six month thereafter or the termination of this contract.

Classification	Rate per hour
Printing Set Up Man	$1.12
#2 Slitter Printer Pressman	1.05
#1 Langston Operator	1.09
#1 Hooper Operator	1.09
#2 Langston Operator	1.09
Cottrell Operators	1.05
Thomson Press Operators	1.05
Automatic Taper Operator	.98
Flapcutter Operator	.98
Loader and Lift Truck Operator for Cottrell and Thomson Press	.98

SWIFT DEPARTMENT

Special Guaranteed Hourly Rates

The following hourly rates will be guaranteed to operators with one or more year's experience on their respective machines. Guarantee will cover any work performed in any department. Any employee who has failed to work for 30 days in the capacity of his guaranteed rate will automatically be removed from that guarantee, but will be eligible for the rate of the new machine which he operates. It will be effective for the duration of the war and six months thereafter or the termination of this contract.

Classification	Rate per hour
#2 Swift Saranac Operators	$1.15
12" Swift Printer Operators	1.15
16" Swift Printer Operators	1.25
16" Swift Printer Set up Man-Taker Off (over 6 mos. experience)	.97
16" Swift Printer Feeder (over 6 mos. experience)	.94
#1 Slitter Printer Pressmen	1.09
Hooper Saranac Operators	1.09
Hooper Saranac Bundler and Saranac Operator	.96

Quad Operator	1.09
12" Swift Printer Slitter Feeders	1.05
Male Feeders on #2 Swift Saranac	.96
4 Bar Operators.	1.05
Swift Dept. Beranec Mechanic - Class A	1.09
Class B	1.05
Simple Equipment Set Up Man - 1st Class	1.01
" " (Female Employees) Class A	.65
Over 6 mos. service --- Class B	.61
Under 6 mos. service --- Class C	Min.

SECTION

Crew Leader & Supply Man	Class A	$1.12
	Class B	1.06
	Class C	1.01
Saw Operator	Class A	1.01
	Class B	.97
Saw Helper		.94
Saw Taker Off		Min.
Supply Helper	Class A	.96
	Class B	Min.
Glue Machine Operator	Class A	.69
	Class B	.66
Cleet Layer	Class A	.66
	Class B	Min.
Nailers	Class A	.66
	Class B	Min.
Stitcher Operator	Class A	.66
	Class B	.86
Stitcher Helpers	Class A	.66
	Class B	Min.

Employees will be advanced to Class A or B as they qualify in the opinion of the Foreman.

STITCHING DEPARTMENT

Classification	Rate per hour
Stitcher Mechanic - Stockman	$1.05

SHIPPING DEPARTMENT

Classification	Rate per hour
Shipping Checkers	$1.04
Elevator Operators	.95
Lift Truck Operators	.99
Dinkey Driver	1.05

1. The Shipping Checkers will be guaranteed $1.04 per hour. An incentive plan will be placed in effect whereas the group of checkers shall receive a sum equal to 30% of the total loadere earnings pro-rated between them. They shall be paid the guaranteed or incentive rate, but not both.

MISCELLANEOUS

Classification	Rate per hour
Jesterman	$ .98
Scrap Weighers	.98
Sweepers	Min.
Die Room - Class A	1.15
Class B	1.05
Store Room Window Men:-	
Class AA - who also grind knives	1.05
Class A	.99
Class B	.96
Class C	.93
Female Locker Room Attendants	.85

CARTON DIVISION

Classification	Rate per hour
Male Chief Gluer Operator	
(To be used only during war, while female help is acting as operators)	$1.15
Male Gluer Operators	
Class A	1.09
Class B (over 6 months experience)	.98
*Class C (under 6 months experience)	.93
*6 month clause can be eliminated by Supt. if employee is qualified.	
Gluer: Pocker Inspector (over 1 yr. experience)	.85
" " " (over 6 mos. experience)	.85
" " " (under 6 mos. experience)	Min.
Gluer: Feeder Brusher (over 1 year experience)	.85
" " " (over 6 mos. experience)	.85
" " " (under 6 mos. experience)	Min.
Gluer: Sealer (over 1 year experience)	.85
" " (over 6 mos. experience)	.65
" " (under 6 mos. experience)	Min.
Steude Printer Operator (Male)	
*Class A operating and set ups	1.20
Class B	1.09
Class C under 5 mos. experience	.98
*Class A only to apply when qualified in the opinion of the foreman and the employee is capable of both operating and setting up.	
Steuda Printer Taker-off (Male)	
(over 6 months' experience	.95
under 6 months' experience	Min.
Miller (Two Color) Printer Operator	
Class A	1.26
Class B	1.15
Class C	1.09
Class D	1.05
Apprentice (not a regular position)	
over 6 months experience.	.95
Under 6 months experience	Min.
Miller Cutter-Creaser Operator	
Class A	$1.26
Class B (over 6 months experience)	1.17
Class C (under 6 months experience)	1.15
Apprentice	
Over 6 mos. experience	.95
Under 6 mos. experience	Min.
Strippers (Male or Female)	Min.
Shop Inspector (Female)	.95
General Work	Min.
Tow Motor Operator	1.01
Leader Set Up Man (Capable of setting up and running any machine in the Carton Dept.)	1.29
Janitor, also handles Baler	.95
Janitor	Min.
Loader-Checker	
Class A	1.04
Class B	.99
Class C	.94
(only one Loader-Checker to be used per shift)	
Car Loaders	
Class A	.94
Class B	Min.
Die Room	
Class A	1.15
Class B	1.05
Storeroom-Man	
Class A	.94
Class B	Min.

The Company is to be the sole judge of rating employees whether in Class A or Class B, based on their records.

COMPANY: Confidential (Coated Paper)
UNION: Associated Unions of America

LOCATION: Great Lakes

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: At any time

Hiring Rate: 90¢ for men, 78¢ for women; 3¢ increase after 2 mos.

Shift Bonus: 4¢ for 3-shift, rotating workers; 2½¢ for 2-shift, rotating workers

COMPANY: Confidential

UNION: District 50, Mine Workers

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 3¢ for shift work jobs; 4¢ for tour work jobs; 10¢ for night jobs

	Maximum Day Rate
BEATER-PULP & TECHNICAL	
Beater Weigher	$1.19
Grinderman	1.18
PAPER MILL MACHINES	
Third Hand	1.26
CALENDAR & FINISHING	
Calenderman, 108"	1.38
Calenderman, 94"	1.34
Calenderman, 80" (new stack)	1.31
Calenderman, 74"	1.31
Calenderman, 72"	1.31
Calender Helper, 108"	1.16
Calender Helper, 94"	1.14
Calender Helper, 80" (new stack)	1.12
Calender Helper, 74"	1.12
Calender Helper, 72"	1.12
Craneman	1.19
C. W. CONVERTING	
Stock Planner	1.34
Pad Mach. Tender #1 Line	1.28
Fluff Insert Winderman	1.20
Fluff Insert Shafter	1.10
Conv. Head Clean-up Man	1.25
Envelope Inspector	.96
Sealing Inspector (Redington)	.95
C. W. FINISHING	
Rewinderman	1.26
Weigher	1.23
Rewinderman Helper	1.10
Girl Finisher (Rotary Cutter)	.91
Sample Man	1.33
Finishing Stock Planner	1.33
#1 MATERIALS	
Head Laborer	$1.36
Head Paper Loader	1.36
Head Stockman	1.36
Stockman #2	1.25
Windowman #2	1.20
#2 MATERIALS	
Head Shipper	1.36
Head Stock Issuer	1.36
Head Laborer	1.36
Materials Checker-Planner	1.22
Load Checker-Kotex	1.21
Load Checker-Kimpak	1.20
C. W. Order Checker	1.17
ENGINEERING	
Head Laborer	1.26
Machine Room Oiler	1.26
Mfg. Tour Oiler	1.26
Bsmt.-Grwd. Oiler	1.22
Converting Oiler	1.22
Main'. Helper (Struct. Helper)	1.11

COMPANY: Metropolitan Container Council

UNION: Retail, Wholesale and Department Store Union--CIO

LOCATION: New York, N.Y.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: December 1947

	START	3 MOS.	6 MOS.
1. Comb. Operator Double Face	$1.32½	$1.37½	$1.42½
2. Comb. Operator	1.22½	1.27½	1.32½
3. Double Back Operator	1.12½	1.17½	1.22½
4. Duplex Operator	1.12½	1.17½	1.22½
5. Knifeman	1.05	1.10	1.15
6. Shafter	1.02½	1.07½	1.12½
7. Slitter Operator (Cartons)	1.10	1.15	1.20
8. Slitter Operator (Cutting)	1.02½	1.07½	1.12½
9. Printer Slotter Operator	1.20	1.25	1.30
10. Head Setter	1.02½	1.07½	1.12½
11. Slotter Operator (Rotary)	1.12½	1.17½	1.22½
12. Slotter Operator (Partitions)	1.02½	1.07½	1.12½
13. Tape Machine Operator	1.07½	1.12½	1.17½
14. Bundler (on Tape Machine)	1.02½	1.07½	1.12½
15. Cylinder Die Cut Press Op.	1.15	1.20	1.25
16. Flat Bed Press Operator	1.15	1.20	1.25
17. Head Roll Handler	1.07½	1.12½	1.17½
18. Roll Handlers	1.02½	1.07½	1.12½
19. Band Saw Operator	1.02½	1.07½	1.12½
20. Baler	1.02½	1.07½	1.12½
21. Stitcher	1.02½	1.07½	1.12½
22. Double Face Comb. Sheet Catcher	1.02½	1.05	1.10
23. GENERAL HELP			
Heavy	1.02½	1.05	1.10
Light	.95	1.00	1.05

COMPANY: Confidential (Newsprint)

UNION: Woodworkers--CIO

LOCATION: Middle West

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: $1.00 for laborers

Shift Bonus: 4¢ on 2nd, 8¢ on 3rd shift

WOOD ROOM

Assistant Foreman	$1.10
Sawyer	1.08
Sawyer's Helper	1.06
Knife Changer	1.04
Oiler	1.04
Chipper Feeder	1.03
Car Unloaders	1.02
Bark Press Man	1.01
Wood Handler	1.00
Conveyor Man	1.00
Drum Barker Man	1.00
Sorting Chain Man	1.00
River Man	1.00

SULPHITE MILL

Cook	1.37
Cook's Helper	1.14
Tour Foreman	1.27
Acid Maker	1.27
Acid Maker Helper	1.04
Stockrunner	1.07
Chip Man	1.04
Blow Pit Man	1.04
Stone Man	1.00
Kamyr Operator	1.10
Kamyr Operator Helper	1.03
Rogers Wet Machine Operator	1.09
Laborer	1.00

MATERIAL HANDLING

Foreman	1.20
Assistant Foreman	1.14
Head Loader Trucker	1.10
Trucker	1.07
Pulp Handler	1.00
Laborer	1.00
Unloading Coal	.11 per ton
Unloading Lime, Saltcake and Sulphur	.20 per ton
Unloading Lime, Saltcake, Sulphur and Asphalt	1.05 per hour

BEATER ROOM

Foreman	1.17
Utility Man	1.15
Beater Man - 1st Class	1.07
Beater Man - 2nd Class	1.02
Clay Man	1.04
Clay Man Helper	1.02
Laborer	1.00

SCREENING AND DECKERING

Decker Man - Groundwood	1.07
Screen Man - Groundwood	1.07

BROKE BEATERS

Broke Beater Man	1.02

KRAFT MILL

Recovery Room Foreman	1.34
Recovery Room Man	1.09
Causticizer Man	1.13
Causticizer Man's Helper	1.05
Cook	1.23
Cook's Helper	1.05
Diffuser Man	1.13
Diffuser Man's Helper	1.02
Stock Man	1.16
Evaporator Man	1.07
Chip Man	1.00
Laborer	1.00

YARD

Assistant Foreman	1.14
Truck Driver	1.10
Bunker Man	1.04
Bunker Man's Helper	1.02
Gardener	1.02
Burner Operator	1.03
Laborer	1.00

STORES DEPARTMENT

Stock Man	1.20
First Counterman	1.16
Tour Counterman	1.12
Counterman	1.08
Labor Foreman	1.20
Warehouse Labor	1.02
Handyman	1.04
Plant Delivery Man	1.08
Plant Delivery Man's Helper	1.04
Oil Delivery Man	1.04
Truck Driver - Camps and General Service	1.12
Truck Driver - Stores, Plant and Local	1.10
Truck Driver Helper	1.08
Laborer	1.00

CORE DEPARTMENT

Tube Man	1.15
Tube Man's Helper	1.05
Tube Machine Operator	1.11
Plug Man	1.01
Laborer	1.00

ROLL FINISHING AND LOADING

Night Foreman	1.24
Head Loader Trucker	1.10
Checker	1.10
Electric Trucker	1.07
Stockman	1.07
Scaleman	1.07

Loader	1.03
Roll Finisher	1.02
Laborer	1.00

CUTTER ROOM

Day Foreman	1.27
Head Rotary Cutterman	1.27
Head Loader	1.10
Head Loader Helper	1.05
Cutterman	1.18
Cutterman's Helper	1.05
Ream Sealing Machine Operator	1.17
Head Ream Cutterman	1.14
Ream Cutterman - Large Machine	1.11
Ream Cutterman - Small Machine	1.09
Ream Cutterman Helper	1.02
Finishing Clerk	1.12
Cutter Inspector	1.10
Sheet Finisher	1.06
Sheet Bundle Scaler	1.07
Sheet Bundle Scaler Helper	1.03
Sheet Bundle Loader - 1st Class	1.04
- 2nd Class	1.01
Ream Wrapper Cutterman	1.03
Band Saw Operator	1.05
Broke Baler	1.03
Laborer	1.00
Fanning - Female	.93

LABORATORY

Laboratory Assistant	1.17
Tester	1.08
Laboratory Helper	1.00

PAPER TEST STATION

Paper Inspectors	1.17
Paper Samplers	1.08

MAINTENANCE AND REPAIR CREW

Mechanical Foremen	1.58½

MECHANICS

Pipefitter	) Leadman	1.53½
	) Class A	1.48½
Painter	) Class B	143½

MECHANICS' HELPERS

Rate of pay for each six-month period will be:

1st Period	1.15
2nd Period	1.20
3rd Period	1.23
4th Period	1.26
5th Period	1.29
6th Period	1.32
7th Period	1.35
8th Period	1.38

Mason Helper	- 1st Class	1.36
	- 2nd Class	1.24
Head Cement Man		1.48
Cement Man	- 1st Class	1.43½
	- 2nd Class	1.40½
Cement Man Helper	- 1st Class	1.30
	- 2nd Class	1.24
	- 3rd Class	1.14

Head Rigger	1.48½
Assistant Head Rigger	1.40½
Rigger	1.30
Rigger - 2nd Class	1.24
Rigger Helper	1.14
Rigger Labor	1.10
Salvage Man	1.24
Swiper	1.14

Tour Foreman Grinder Room	1.28
Grinder Man	1.06
Bull Screen Man	1.01
Wood Handler	1.00
Digester Tender	1.07
Bauer Operator	1.05
Defibrator Operator	1.07

Machine Tender	1.39
Machine Tender Helper	1.27
Kiln Inspector - 2 Machines	1.23
Kiln Inspector - 1 Machine	1.15
Screen Man	1.14
Screen Man's Helper	1.07
Oiler	1.13
Oiler Helper	1.03
Rod Mill Operator	1.07
Size Man	1.04
Sheet Puller	1.03
Sampler	1.08
Sampler Helper	1.02
Beater Man	1.00

Foreman	1.28
Trimmerman Checker	1.17
Head Trimmerman	1.15
Trimmerman	1.07
Trimmerman Helper	1.05
Checker	1.10
Inspector	1.05
Loader - 1st Class	1.02
- 2nd Class	1.00
Head Stockman	1.16
Stockman	1.08
Electric Trucker	1.07
Wrapper Cutterman	1.07
Coating Machine - Operator	1.15
- Color Man	1.05
- Color Man's Helper	1.02
- Feeder	1.03
- Grader	1.02
Wrapper - Building Board from Conveyor	1.07
Wrapper	1.00
Head Glue Man	1.07
Glue Mixer	1.02
Sealed Slab Operator	1.07
Sealed Slab Operator Helper	1.02
Laborer	1.00

Fabricating Foreman	1.28
Stockman	1.08
Tile Machine Operator	1.15
Tile Machine Helper	1.05
Head Trimmerman	1.15
Trimmerman	1.07
Squad Boss	1.07

Inspector	1.05
Siding Board Off-Bearers	1.02
Fabricating Machine Operators	1.02
Sealed-Slab Operators	1.07
Electric Trucker	1.07
Wrapper - Building Board from Conveyor	1.07
Wrapper	1.00
Laborer	1.00

MISCELLANEOUS

Plant Oiler	1.13
Shop Hostler	1.04
Clock Watchman	1.03
Laborer	1.00

If the regular work week of employees on occupations other than Maintenance and Repair Crew is reduced by mutual agreement to 40 hours or less by the institution of a swing or staggered crew, the rates shown for those occupations are to be increased by nine (9) cents.

COMPANY: National Container Corp. of Wisconsin
UNION: Paper Makers, and Pulp, Sulphite and Paper Mill Workers--AFL
LOCATION: Tomahawk, Wis.

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: At any time

Hiring Rate: $1.00 for employees on 40-hr. wk.; $1.04 for those on 6-day, 36-hr. wk.

Shift Bonus: 4¢ on 3rd and 4th shift

Wood Handling and Conversion

Crane Operators	1.29
Crane Conductor	1.10
Crane Brakeman	1.09
Yard Labor	1.00
Woods Depts. Foreman	1.17
Chipper Man	1.14
Hot Pond—Inside	1.08
Hot Pond—Outside	1.06
Wood Dept. Cleaner	1.00

Pulp Mill—Sulphate

Evaporator Man	1.20
Liquor Maker	1.21
Liquor Maker Helper	1.06
Furnace Operator	1.20
Asst. Furnace Operator	1.14
Salt Cake Wheeler	1.08
Digester Cook	1.23
Digester First Helper	1.08
Digester Second Helper	1.05
Washerman	1.20
Washerman Helper	1.07
Oiler	1.14
Pulpmill Cleaner	1.04

Screen Room

Wet Room Operator	1.14

Shipping and Loading

Paper Weigher	1.20
Car Loader	1.09

Steam and Electric Power

Coal Hoist Operator	1.16
Coal Hoist Helper	1.02
Boiler House Fireman	1.21
Boiler House Fireman Helper	1.14
Engineer	1.19
Motor Tender	1.19
Electrician A	1.29
Electrician B	1.19

Service

Head Store Room Man	1.23
Store Room Clerk	1.14
Watchman, per month	171.03

Paper Machines and Beaters

Stocktenders	1.41
Paper Tester	1.11
Machine Tender	1.52
Back Tender	1.33
Winderman	1.23
Fourth Hand	1.12
Roll Plugger	1.04
Broke Beater Man	1.04
Scrap Beater Man	1.06
Scrap Beater Man Helper	1.04
Tow Motor Operator	1.13
Paper Mill Oiler A	1.14
Paper Mill Oiler B	1.12
Paper Mill Millwright A	1.29
Paper Mill Millwright B	1.23
Cleaners	1.04

Single Facer

Single Facer Operator	1.28
Single Facer Winderman	1.11
Single Facer First Helper	1.08
Single Facer Second Helper	1.04

Maintenance

Machine Shop Foreman	1.39
Machinist A	1.23
Machinist Helper	1.10
Blacksmith	1.22
Welder A	1.29
Welder B	1.22
Welder C	1.12
Asst. Master Mechanic	1.34
Carpenter and Millwright A	1.22
Carpenter and Millwright B	1.10
Carpenter and Millwright Helper	1.00
Shop Helper	1.00
Pipefitter A and Foreman	1.34
Pipefitter A	1.19
Pipefitter B	1.10
Painter A	1.22

COMPANY: Confidential (Boxes)

UNION: Paper Workers--CIO

LOCATION: New England

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: October 1947

Hiring Rate: $1.01 for men, $1.06 after 6 wks.

Shift Bonus: 4¢ to all employees on rotating shifts; 5¢ on 2nd and 3rd shift in non-continuous operations

PAPERBOARD MILL

MACHINE ROOM

Machine Tenders	$1.60
Back Tenders	1.325
2nd Back Tender	1.20
Wet End Man	1.15
Checker	1.20
Cutter Boys	1.15
Screen Men	1.10
Broke Men	1.10
Electric Truck Operator	1.175

BEATER ROOM

Beater Engineer	1.50
Pulper Operator	1.175
Hydrapulper Operator	1.15
Beater Clerk	1.125
Jordan Man	1.125
Size Man	1.125
Filler System Operator	1.10
Furnishers	1.10
Towmotor Operator	1.175

MILL GENERAL

Millwright Class A	1.385
Millwright Class B	1.21
Oiler	1.16
Cellar Man	1.06
Porter	1.06
Clerk	1.06 to 1.16
Electric Truck Operator	1.135

STOCKHOUSE

Weighing Clerk	1.135
Elevator & Crane Operator	1.11
Stockhouse Labor	1.06
Towmotor Operator	1.135

ROTARY-FLAT-LINING DEPARTMENT

Clerk	1.16
Sweeper	1.06
Flat Cutter Operator Class A	1.135
Flat Cutter Operator Class B	1.11
Rotary Cutter Operator Class A	1.11
Rotary Cutter Operator Class B	1.085
Rotary Cutter Adjuster	1.085
Lining Machine Operator	1.16
Lining Machine Cutter Boy	1.085
Lining Machine Rolls & Crane	1.085
General Labor	1.06
Fork Truck Operator & Roll Storage	1.135

COATING AND CALENDER DEPARTMENT

Coating Machine Adjuster	1.31
Coating Color Man	1.235
Coating Color Mixer	1.11
Coating Machine Operator	1.11
Coating Helper	1.11
Reel Operator	1.11
Calender Operator	1.16
Calender Helper	1.11

COMPANY: South West Box Co.

UNION: Paper Workers--CIO

LOCATION: Sand Springs, Okla.

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 4¢ on 2nd, 6¢ on 3rd shift

JOB CLASSIFICATION	BASE RATE
Maintenance	
Mechanic A	1.35
Mechanic B	1.19
Mechanic C	1.06
Mechanic D	.97
Janitor	.84
Off-side Bundling	.87
Watchman & Baleman	.90
Sweeper	.84
Corrugator	
Operator	1.11
Wide Take-off #1	.99
Roll Shafter	.96
Narrow Take-off #2	.90
Paper Haulers	.93
Take-off Helper #1	.87
Printing Presses	
Operator 122" Press	1.08
Press Feederman	1.05
Operator 76" Press	1.05
Press Feederman	1.02
Die Mounting (Fe)	.79
Slitter	
Operator	.93
Helper	.87
Automatic Tape	
Operator	.88
Inspector (Fe)	.82
Folder (Fe)	.78
Bundler	.90
Stock Flyer	.87
Reclaim (Fe)	.76
Stitchers	
S.A. Operators (Fe)	.79
Folder (Fe)	.78
Bundlers	.87
Stock Flyer	.87
Shipping	
Car Loaders	.90
Auto Truck Driver	.96
Shipping Trucker	.90
Kerr Trucker	.93
Hand Truckers Corrugator	.87
Trucker & Oiler	.90
Assembling	
Operators	.78
Bundlers (M)	.87
Bundlers (Fe)	.79
Floor Lady	.85
Hand Slotter	
Operator	.87
Helper	.84
Utility Man	1.02
Hooper Slotter	
Operator	.87
Helpers (Fe)	.73
Slitter Operator	.87
Bundler	.87
Bundler (Fe)	.79
Die Cut	
Operator	.99
Helper (Fe)	.73
Stripper (Fe)	.73

Hand Taper		Bundling Machine		Scrap Bale		Paraffin	
Taper (Fe)	.79	Operator (Fe)	.73	Elect. Truck Operator	.87	Operator (Fe)	.76
Bundler	.84			Loader	.87	Helper (Fe)	.76
Saw							
Operator	.96						
Helper (Fe)	.79						

COMPANY: Confidential

UNION: Machinists

LOCATION: New England

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: At any time

RATES

	Temporary Employees	Regular Employees
MECHANICS		
Leadermen	$1.39	$1.49
Class A	1.32	1.42
B	1.255	1.355
C	1.19	1.29
D	1.12	1.22
HELPERS		
Class A	1.005	1.105
B	.975	1.075

APPRENTICES

First six months	.85
Second six months	.87
Third six months	.89
Fourth six months	.91
Fifth six months	.95
Sixth six months	1.00
Seventh six months	1.05
Eighth six months	1.10

COMPANY: Confidential

UNION: Paper Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: February 1947

WAGE REOPENING: July 1947

Shift Bonus: 4¢ on 2nd, 6¢ on 3rd shift

Ashmen	.89
Bleach Maker	$1.01
Lift Truck Operator	$1.05
Truck Driver	$1.13

Millwrights	Carpenters
Electricians	Painters
Machinists	Welders
Pipe Fitters	Masons

Journeyman "A"	$1.25-$1.33
Journeyman "B-1"	$1.21
Journeyman "B"	$1.05-$1.13
Mechanic Helpers	.93-$1.01
Laborers	.81- .89
Oilers	.93-$1.01
Steam Maintenance "A"	$1.17-$1.25
Steam Maintenance "B"	$1.01-$1.09

COMPANY: Confidential (Envelopes)

UNION: Paper Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 90¢ for men, 75¢ for women; 5¢ increase after 3 mos.

COMPANY: W. Ralston & Co., Inc.

UNION: Firemen and Oilers--AFL

LOCATION: Niagara Falls, N.Y.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Classification	Wage Rates
Machine Man	1.23
Machine Helper	1.065
Creper Man	1.23
Creper Helper	1.065
Winder Man	1.13
Winder Helper	1.065
Cutter Man	1.115
Cutter Helper	1.035
Guillotine Man	1.115
Guillotine Helper	1.035
Millwright	1.135
Mechanic Helper	1.035
Truck Driver	1.11
Truck Helper	1.035
Asphalt Truck Driver	1.165
Asphalt Truck Helper	1.075
Pitchman	1.075
Finishers	1.035
Yardwork	1.035
Janitor	.95
Carpenter	1.42
Baler	1.085
Shipping Clerk	1.11
Firemen	1.25
Girls	.78
Machinist	1.60

COMPANY: Confidential (Boxboard)

UNION: Paper Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: September 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 89¢ for men, 74¢ for women

Shift Bonus: 4¢ for night work

INCENTIVE JOBS	BASE RATE	TEMPORARY DAY RATE
MALE JOBS		
Printer Slotter Operator	1.01	-
Printer Slotter Helper	.92	-
Thompson Operator	.98	1.08
Slitter Operator	.93	-
Slitter Helper	.89	-
Hand Taper Finisher	.89	-
Semi-Automatic Taper Finisher	.89	.98
Partition Slotter Operator	.93	1.03
Scrap Stripper	.89	.98
Floor Bundler	.89	.98
Up & Down Slotter Operator	.93	1.03
Up & Down Slotter Helper	.89	.98
Shipping Loader Lead Man	.94	1.04
Shipping Loader	.89	.98
Baler	.89	.98
FEMALE JOBS		
Slitter Helper	.77	.85
Hand Taper Operator	.77	-
Hand Taper Inspector	.72	-
Semi-Automatic Taper Operator	.77	-
Semi-Automatic Taper Inspector	.72	-
Partition Slotter Helper	.77	.85
Scrap Stripper	.77	.85
Floor Bundler	.77	.85
Up & Down Slotter Helper	.77	.85
Stitcher Operator	.77	.85
Stitcher Helper	.77	.85

NON-INCENTIVE JOBS	DAY RATE
MALE JOBS	
Maintenance Mechanic - 1st Class	1.25 - 1.37
Maintenance Mechanic - Apprentice	1.16 - 1.25
Maintenance Mechanic - Helper	1.04 - 1.12
Outside Truck Driver	1.20
Die Man	1.08
Stock Man	1.00
Janitor	.94

COMPANY: Confidential

UNION: District 50, Mine Workers

LOCATION: Great Lakes

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: December 1947

Hiring Rate: $1.00 for men, 90¢ for women

Shift Bonus: 3¢ on 2nd, 7¢ on 3rd shift

COMPANY: Confidential

UNION: District 50, Mine Workers

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: At any time

Hiring Rate: 90¢ for men, 75¢ for women; increase to job rate after 30 days

Shift Bonus: 5¢ for night work

COMPANY: Morris Paper Mills

UNION: Pulp, Sulphite and Paper Mill Workers--AFL

LOCATION: Morris, Ill.

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: At any time

Hiring Rate: 97½¢ for men; 85¢ for women

Shift Bonus: 2½¢ on 2nd, 5¢ on 3rd shift

WAGE SCHEDULE

Maintenance Departments:

	Rate Per Hour
No. 1 Carpenter	$1.32½
No. 2 Carpenter	1.17½
Apprentice Carpenter	1.02½
Blacksmith	1.32½
No. 1 Welder	1.32½
No. 2 Welder	1.17½
Apprentice Welder	1.02½
No. 1 Millwright	1.32½
No. 2 Millwright	1.17½
Apprentice Millwright	1.02½
No. 1 Steamfitter	1.32½
No. 2 Steamfitter	1.17½
Apprentice Steamfitter	1.02½
No. 1 Electrician	1.32½
No. 2 Electrician	1.17½
Apprentice Electrician	1.02½
Bricklayer	1.32½
No. 1 Machinist	1.32½
No. 2 Machinist	1.17½
Apprentice Machinist	1.02½
Plumber	1.32½
No. 2 Plumber	1.17½
Apprentice Plumber	1.02½
No. 1 Painter	1.32½
No. 2 Painter	1.17½
Apprentice Painter	1.02½
Engine & Paper Machine Oiler	1.07½
Press Oiler & Inspector	1.07½
Press Oilers	1.00

Power Department:

No. 1 Watch Engineer with License	$1.42½
No. 1 Watch Engineer without License	1.35
Fireman	1.22½
No. 2 Engineer	1.12½
Assistant Fireman	1.07½
Apprentice Fireman	1.02½
Coal Elevator Operator	1.02½
Ash Blower	1.00
Boiler Room Helper	1.00

Paper Stock Warehouse:

Electric Truck Drivers	$1.05
Cranemen	1.05
Hookers	1.00

Beater Room:

No. 2 Beater Foreman	$1.20
Jordan Man	1.10
Plug Puller	1.10
Continuous Beater Feeders	1.05
Tub Beater Feeders	1.02½
Cleanup Man	1.00

Machine Room:

No. 2 Paper Machine Tender	$1.47½
No. 2 Paper Machine Back Tender	1.20
No. 2 Paper Machine 3rd Hand	1.10
No. 2 Paper Machine Box Hand	1.05
No. 1 Paper Machine Tender	1.37½
No. 1 Paper Machine Back Tender	1.17½
No. 1 Paper Machine 3rd Hand	1.07½
No. 1 Paper Machine Box Hand	1.02½
Mill Basemen Cleanup Man	1.02½

Rewinder:

Operator	$1.05

Roll Stock Pit & Flat Stock Whse:

Pitman	$1.10
Crane Operator	1.05
Electric Truck Driver	1.05
Ream Cutter Operator	1.02½

Combining Department:

Nos. 1 & 3 Machine Tenders	$1.17½
No. 2 Paste Machine Tender	1.12½
Sheet Liner	1.07½
Roll Setter	1.05
Box Man	1.02½
Coreman & Pasteman	1.07½

Cutting Departments:

No. 1 Pressman	$1.22½
No. 2 Pressman	1.10
No. 3 Pressman	1.00
Platen Feeder Pressman	1.07½
Wax Machine Tender	1.07½
Machine Strippers	1.02½
Platen Feeders	1.02½
Hoistman	1.00
Baler	1.00
Broke Hustler	.97½
Strippers (Female)	.87½
Feeders (Female)	.85
Strippers (Male)	.97½
Feeders (Male)	.97½

Die Room:

No. 1 Diemaker	$1.25
No. 2 Diemaker	1.15
Apprentice Diemaker	1.02½

Printing Department:

No. 1 Pressman	$1.32½
No. 2 Pressman	1.12½
No. 3 Pressman	1.05
Pony Press Working Foreman	1.25
Pony Pressman	1.12½
Gordon Lockup Pressman	1.10
Gordon Pressman Feeders	1.05
No. 1 Composer	1.22½
No. 2 Composer	1.07½
Apprentice Composer	1.02½
Washup Large Presses	1.07½
Washup Pony Presses	1.02½
Plate Man	1.07½
Printing Roll Maker	1.07½
Sample Man	1.07½
Hoistmen	1.00
Large Printing Press Feeders	1.00
Pony Press Feeders (Female)	.85
Pony Press Catchers	.97½

Can Department:

"A" Glue Machine Operator	$1.17½
"B" Glue Machine Operator	1.10
"C" Glue Machine Operator	1.02½
I. C. Glue Machine Catcher	1.00
I. C. Glue Machine Feeder	.97½
Pack-O-Matic Operator	.97½
Spot Welder	1.00
Sealer (Nights)	.97½
Sealer (Days)	.97½
Nolox Feeder or Catcher	.97½
Inserter (Female)	.85

Gluing Department:

Specialty Glue Machine Operator	$1.25
"A" Glue Machine Operator	1.17½
"B" Glue Machine Operator	1.10
"C" Glue Machine Operaotr	1.02½
Pack-O-Matic Operator	.97½
Feeders and Catchers	.97½

Caddie Stitchers:

Catcher and Stock Flyer	$ .97½
Feeders (Female)	.85

Suit and Hat Box Department:

Feeders, Stackers and Tapers (Female)	$ .85
Stock Flyer	.97½

Cut Stock and Bins:

Hand Trucker and Piler	.97½

Finishing Department:

Bundlers	$1.10
Press Tiers	1.10
Hand Trucker	.97½

Ink Room:

No. 1 Ink Mixer	$1.12½
No. 2 Ink Mixer	1.02½

Color Room:

Feeder	$ 97½
Catcher	.97½

Shipping Department:

Floor Man	$1.07½
Electric Truck Driver	1.05
Carloaders and Pilers	.97½

General Plant:

No. 1 Crane Yardman	$1.32½
No. 2 Crane Yardman	1.17½
Yard Man Cat Driver	1.05
Yard Man	1.00
Yard Truckers	.97½
Scaleman	1.02½
Storekeeper	1.07½
Receiver	1.05
Watchmen	.97½
Porters	.97½
Common Male Labor	.97½
Common Female Labor	.85

PETROLEUM AND PETROLEUM PRODUCTS

COMPANY: Shell Oil Co., Inc.

UNION: Oil Workers--CIO

LOCATION: Houston, Texas

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: At any time after 4 mos. from signing date

Shift Bonus: 4¢ on evening, 6¢ on night shift

DEPARTMENT	RATE
Automotive	
Garage Mechanic No. 1	1.65
Garage Mechanic No. 2	1.45
Garage Mechanic Helper No. 1	1.27
Garage Mechanic Helper No. 2	1.16
Field Automotive Operator No. 1 (6-26-47)	1.45
Field Automotive Operator No. 2 (6-26-47)	1.27
Truck Driver No. 1 (Chauffeurs)	1.325
Truck Driver No. 2 (Inside)	1.19
Boiler and Power House	
Operator No. 1	1.65
Water Treater & Compressor Operator	1.535
Fireman	1.40
Power House Helper (Operation)	1.27
Power House Helper (Maintenance)	1.235
General Helper	1.16
Car	
Combination Car Repairman	1.525
Car Air Brakeman No. 1	1.45
Car Repairman No. 1	1.45
Car Repairman No. 2	1.36
Car Repairman Helper No. 1	1.24
Car Repairman Helper No. 2	1.16
Cooling Water System	
Utility Operator	1.68
Utility Operator Helper	1.35
Cracking (Operation—Dubbs 1-8, Dubbs 9 and Dubbs Pumphouse)	
Operator No. 1	1.65
Operator No. 2	1.535
Flash Pot Operator	1.535
Fireman	1.40
Pressureman	1.235
Cracking (Operation—Dubbs 1-8, Dubbs 9 and Dubbs Pumphouse)—Continued	
General Helper	1.16
Pumper No. 2	1.535
Gauger No. 1	1.42
Gauger No. 3	1.235
Cracking (Operation—Catalytic)	
Control Operator	1.65
R. & R. Operator	1.65
Fractionator Operator	1.65
Compressor "A" Operator	1.65
Compressor "B" Operator	1.535
General Operator	1.535
Operator Helper	1.36
General Helper	1.16
Cracking (Maintenance and Cleanout)	
Machinist No. 1	1.65
Pipefitter No. 1	1.65
Pipefitter No. 2	1.45
Tube Cleaner	1.45
Pipefitter Helper No. 1	1.27
Pipefitter Helper No. 2	1.16
Dispatching and Shipping (Oil Pumphouses)	
Cargo (Ethyl) Blender	$314.00 (Mo.)
Pumper No. 1(M.O. & C.H. & C.S. Oper.)	1.65
Pumper No. 2 (C.H., Docks & Bayou)	1.535
Gauger No. 1 (After 6 months)	1.42
Gauger No. 3 (Before 6 months)	1.235
General Helper	1.16
Dispatching and Shipping (Loading and Unloading Light Oils)	
Cargo Inspector	$314.00 (Mo.)
Rackman	1.36
Loader	1.235
Dinkey Operator	1.56
Dinkey Switchman	1.40
Pumper - Gauger	1.535
Dockman	1.425
Dock Helper No. 1 (After 6 months)	1.27
Dock Helper No. 2 (Before 6 months)	1.16
Effluent Control	
Cooling Water Pumper	1.42
Slop Recovery Pumper No. 1 (After 6 Mo.)	1.35
Slop Recovery Pumper No. 2 (Before 6 mo.)	1.27
General Helper	1.16
Gas Department (Gas Plants)	
High Pressure Absorption Plant Operator	1.65
Cracked Products Stabilizer Operator	1.535
Low Pressure Absorption Plant Operator	1.46
High Pressure Absorption Plant Operator Helper	1.36
Gas Recovery Operator	1.27
General Helper	1.16
Gas Department (Polymerization Plants)	
Poly. Plant Operator No. 1	1.65
Poly. Plant Operator No. 2	1.535
Poly. Plant Operator Helper No. 1	1.36
Poly. Plant Operator Helper No. 2	1.27
Gauger No. 3	1.235
Gas Department (Catalytic Cracking Plant)	
Operator No. 1	1.65
Operator Helper No. 1	1.36
Laboratory—Control	
Special Tester	1.535
Tester No. 1	1.41
Tester No. 2	1.315
Tester No. 3	1.205
Tester No. 4	1.12
Sample Carrier	1.09
Plant Protection	
Gateman No. 1	$219.00 (Mo.)
Gateman No. 2	216.50 (Mo.)
Patrolman	214.00 (Mo.)
Escort-Clerk	148.00 (Mo.)
Storehouse	
Counterman No. 1 (After 6 months)	1.255
Counterman No. 2 (Before 6 months)	1.19
Toluene	
Toluene Plant Operator No. 1	1.65
Toluene Plant Operator No. 2	1.535
Toluene Plant Operator Helper	1.36
Toluene Plant Gauger No. 3	1.235
Topping	
Operator No. 1	1.65
Stabilizer Operator	1.65
Operator No. 2	1.535
Fireman	1.40
Stabilizer Operator Helper	1.36
Gauger No. 3	1.235
General Helper	1.16
Treating Light Oils	
Solutizer Operator	1.65
Treater Helper No. 1	1.535
Treater Helper No. 2	1.42
Treater Helper No. 3	1.235
General Helper	1.16

ENGINEERING FIELD

Asbestos Workers
- Asbestos Worker No. 1 ..... 1.525
- Asbestos Worker No. 2 ..... 1.27
- Asbestos Worker Helper No. 2 ..... 1.16

Blacksmiths
- Blacksmith No. 1 ..... 1.65
- Blacksmith No. 2 ..... 1.45
- Blacksmith Helper No. 1 ..... 1.27
- Blacksmith Helper No. 2 ..... 1.16

Boilermakers
- Boilermaker No. 1 ..... 1.65
- Boilermaker No. 2 ..... 1.45
- Boilermaker Helper No. 1 ..... 1.27
- Boilermaker Helper No. 2 ..... 1.16

Carpenters
- Carpenter No. 1 ..... 1.65
- Carpenter No. 2 ..... 1.45
- Carpenter Helper No. 1 ..... 1.27
- Carpenter Helper No. 2 ..... 1.16

Cranes and Hoists
- Craneman No. 1 ..... 1.65
- Craneman No. 2 ..... 1.505

Electricians
- Electrician No. 1 ..... 1.68
- Electrician No. 2 ..... 1.45
- Electrician Helper No. 1 ..... 1.27
- Electrician Helper No. 2 ..... 1.16

General Craft Helper
- General Helper 1.16

Instrument Men
- Instrument Man No. 1 ..... 1.68
- Instrument Man No. 2 ..... 1.45
- Instrument Man Helper No. 1 ..... 1.27
- Instrument Man Helper No. 2 ..... 1.16

Labor
- Special Yardman (Bubble Cap Cleaning) 1.03
- Janitor 1.00
- Gardener 1.00
- Yardman ..... .965
- Laborer ..... .85

Leadburning
- Leadburner No. 1 ..... 1.885

Linemen
- Lineman No. 1 ..... 1.68
- Lineman No. 2 ..... 1.45
- Lineman Helper No. 1 ..... 1.27
- Lineman Helper No. 2 ..... 1.16

Machinists
- Machinist No. 1 ..... 1.65
- Machinist No. 2 ..... 1.45
- Machinist Helper No. 1 ..... 1.27
- Machinist Helper No. 2 ..... 1.16

Metallizers
- Metallizer No. 1 ..... 1.65
- Metallizer No. 2 ..... 1.45
- Metallizer Helper No. 1 ..... 1.27
- Metallizer Helper No. 2 ..... 1.16

Painters
- Painter No. 1 ..... 1.48
- Painter No. 2 ..... 1.27
- Painter Helper No. 2 ..... 1.16

Pipefitters
- Pipefitter No. 1 ..... 1.65
- Pipefitter No. 2 ..... 1.45
- Pipe Machine Operator No. 1 ..... 1.45
- Pipefitter Helper No. 1 ..... 1.27
- Pipefitter Helper No. 2 ..... 1.16

Riggers
- Rigger No. 1 ..... 1.65
- Rigger No. 2 ..... 1.45
- Rigger Helper No. 1 ..... 1.27
- Rigger Helper No. 2 ..... 1.16

Salvage
- Salvage Repairer No. 1 ..... 1.505
- Salvage Repairer No. 2 ..... 1.385
- Salvage Repairer Helper No. 1 ..... 1.27
- Salvage Repairer Helper No. 2 ..... 1.16

Surveying
- Transitman 1.42
- Rodman 1.235

Telephone System
- Telephone Repairman 1.68

Tinners
- Tinner No. 1 ..... 1.65
- Tinner No. 2 ..... 1.45
- Tinner Helper No. 1 ..... 1.27
- Tinner Helper No. 2 ..... 1.16

Tool Room
- Tool Repairman 1.45
- Tool Room Man 1.27

Welding
- Welder No. 1 ..... 1.65
- Welder No. 2 ..... 1.45
- Welder Helper No. 1 ..... 1.27
- Welder Helper No. 2 ..... 1.16

HOURLY RELIEF RATES FOR MONTHLY PAID JOBS

Automotive
- Night Garage Foreman 1.77
- Field Automotive Foreman 1.74
- Ass't Garage Foreman 1.695
- Automotive Dispatcher 1.425

Boiler and Power House
- Shift Foreman 1.81

Car Department
- Assistant Car Foreman 1.62

Cracking (Operation)
- Stillman 1.81

Cracking (Maintenance and Cleanout)
- Cleanout Foreman 1.77

Dispatching & Shipping (Loading & Unloading)
- Assistant Rack Foreman 1.62
- Wharf Shift Foreman 1.63

Gas Department
- Gas Plant Shift Foreman 1.81
- Poly. Plant Shift Foreman 1.81
- Gas (Catalytic Cracking Plant) Shift Foreman 1.81

Laboratory—Control
- Shift Foreman 1.66

Storehouse
- Yard Clerk & Material Checker 1.36

Topping
- Stillman 1.81

Treating
- Treater No. 1 ..... 1.81

Engineering Field Department	RATE
Asbestos Worker Foreman	1.65
Boilermaker Assistant Foreman	1.77
Carpenter Foreman	1.84
Carpenter Assistant Foreman	1.77
Electrician Foreman	1.88
Electrician Assistant Foreman	1.81
Instrument Foreman	1.88
Instrument Assistant Foreman	1.81
Labor Sub-Foreman No. 1	1.485
Machinist Assistant Foreman	1.77
Painter Foreman	1.60
Painter Assistant Foreman	1.55
Pipefitter Assistant Foreman	1.77
Rigger Assistant Foreman	1.77
Tinner Assistant Foreman	1.77
Welder Assistant Foreman	1.77

COMPANY: Union Oil Co. of California

UNION: Independent Union of Petroleum Workers, Inc.

LOCATION: San Diego and Imperial Counties, Calif.

SIZE OF COMMUNITY: -- --

EFFECTIVE DATE: April 1947

WAGE REOPENING: At any time after Sept. 1, 1947; agmt. expires March 1948

Shift Bonus: 4¢ on evening, 6¢ on night shift

Note: A "temporary allowance" of $34.67 a month is in effect together with the following scale of base rates.

TERMINAL AND MARKETING STATIONS Classification	Base Rate $/Month
Senior Clerk	$253.70 - $283.20
General Clerk B	$200.60 - $224.20
Junior Clerk A	177.00 - 200.60
Transport Truck Driver	247.80
Truck Salesman (Fuel Oil, Package, Tank)	
A - After 24 months	236.00
B - After 18 Months	224.20
C - After 12 Months	218.30
D - After 6 Months	212.40
E - Start	206.50
Engineer	224.20 - 253.70
Gauger A - After 12 months	224.20
B - After 6 months	212.40
C - Start	206.50
Plantman A - After 3 Months	200.60
- Start	194.70
Plantman B - After 3 Months	188.80
- Start	182.90
Truck Oiler, Washer and Greaser	177.00 - 200.60

COMPANY: Confidential (Refinery)

UNION: Oil Workers--CIO

LOCATION: South Central

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: At any time

Shift Bonus: 4¢ on afternoon, 6¢ on night shift

Classifications OPERATING	*Rates*
Cracking Operator No. 1	$1.87
Cracking Operator No. 2	1.75
Cracking Operator No. 3	1.65
Cracking Operator No. 4	1.45
Crude Still Operator No. 1	1.79
Crude Still Operator No. 2	1.61
Crude Still Operator No. 3	1.41
Treater—Pumper—Blender	1.51
Pumper—Light and Heavy Oil	1.51
Pumper Helper—Light and Heavy Oil	1.37
Pumper	1.51
Boiler Fireman	1.59
Boiler House Handyman	1.37
Store Man (including Truck Driving and Tool Room work as needed)	1.23
Operator Training Rate	1.27

MAINTENANCE

Pusher—Differential rate above classification rate	10
Pipefitter	1.65
Welder	1.65
Machinist	1.65
Electrician	1.65
Pipefitter Helper	1.23
Pipefitter Helper—After 2 years	1.27
Welder Helper	1.23
Welder Helper—After 2 years	1.27
Machinist Helper	1.23
Machinist Helper—After 2 years	1.27
Electrician Helper	1.23
Electrician Helper—After 2 years	1.27
Instrument Man	1.65
Carpenter	1.53
Shift Mechanic	1.47
Valve Repairman	1.41
Insulator	1.47
Painter	1.37
Janitor and similar work	1.11
Extra Labor (First 6 months of service)	1.11
Regular Labor (After 6 mos. of service)	1.15
Advanced Labor (After 1 yr. of service)	1.17
Senior Labor (After 2 yrs. of service)	1.19
Specialized Labor:	1.23

Concrete Finishing, Truck Driving, Tank Car Cleaning, Tank Cleaning, Tractor Driving, Dubbs Cleanout, Lummus Cleanout, Poly Plant Cleanout, Vacuum Tower Cleanout, Catch Basin Operation.

Helper Apprentice:

First 6 months	1.23
Second 6 months	1.27
Third 6 months	1.31
Fourth 6 months	1.35
Fifth 6 months	1.39
Sixth 6 months	1.43
Senior Apprentice	1.47
Blender	1.34½
Truck Loader	1.27
Labor	1.23
Garage Mechanic A	1.44½
Garage Mechanic B	1.34½
Garage Helper	1.27

COMPANY: Confidential

UNION: Office and Professional Workers--CIO

LOCATION: Pacific

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: After Sept. 1, 1947

Shift Bonus: 10% on 2nd, 15% on 3rd shift

Note: A "temporary cost of living allowance" of $18 a month is paid in addition to the following rates.

LABORATORY EMPLOYEES

CLASSIFICATION	MONTHLY RA
Junior Laboratory Assistant	
Start	$183
After 3 months	194
After 9 months	206
After 12 months	218
Laboratory Assistant	
Start	230
After 1 year	242
After 2 years	253
After 3 years	265
Senior Laboratory Assistant	
Start	271
After 1 year	283
After 2 years	295
Technician	
Start	218
After 3 months	224
After 1-1/4 years	230
After 2-1/4 years	242
After 3-1/4 years	253
Senior Technician	
Start	265
After 1 year	277
After 2 years	289
After 3 years	301
Pilot Plant Operator	
Start	212
After 3 months	224
After 1-1/4 years	236
After 2-1/4 years	248
After 3-1/4 years	259
After 4-1/4 years	271
Senior Pilot Plant Operator	
Start	283
After 1 year	289
After 2 years	295
Relief Supervisor	307
Group II	
Maintenance	
Start	265
After 3 months	271
After 1-1/4 years	277
After 2 years	283
Warehouseman	
Start	218
After 1 year	224
Engine Operator	
Start	212
After 3 months	218
After 1 year	230
After 2 years	248
After 2-1/2 years	253
After 3 years	259
After 4 years	265
Senior Engine Operator	
Start	271
After 1 year	283
After 2 years	289
Glassblower Helper	
Start	218
After 3 months	224
After 1-1/4 years	230
After 2-1/4 years	242
After 3-1/4 years	253
Glassblower, Group II and III Combined	
Start	259
After 1 year	271
After 2 years	283
After 3 years	295
After 4 years	301

Glassblower, Group I	
Start	307
After 1 year	318
After 2 years	324
After 3 years	336
Laboratory Clerk	200
Mechanics Helper	
Start	212
After 6 months	218
After 1 year	224
After 1-1/2 years	230
Mechanic, Group III	
After 2 years	242
After 2-1/2 years	246
After 3 years	259
Mechanic, Group II	
Start	265
After 6 months	271
After 1 year	277
After 1-1/4 years	283
Mechanic, Group I	307
Mechanic Helper - Temporary	$9.96 per day
Mechanic - Temporary	$12.60 per day
Laborer	
Start	177
After 6 months	183
Temporary Laborer	$8.40 per day
Tool Room Clerk	212
Fireman	
Start	253
After 3 months	259
After 6 months	265
After 1-1/2 years	271
Tracer	
Start	189
After 6 months	194
After 1 year	200
After 1-1/2 years	206
Junior Draftsman	
Start	212
After 6 months	224
After 1 year	236
After 1-1/2 years	248
Draftsman	
Start	253
After 6 months	265
After 1-1/2 years	277
After 2 years	283
Senior Draftsman	
Start	289
After 1 year	301
After 2 years	312
Stock Clerk	
Start	206
After 1 year	218
After 2 years	230
Senior Stock Clerk	242
Storekeeper	
Start	265
After 1 year	283
Shipping Clerk	
Start	253
After 1 year	265

General

Gardener	206
Glasswasher	194
Head Glasswasher	206
Handyman	206
Night Watchman	200
Janitor & Night Watchman	200 206
Head Janitor	230
Window Washer	212
Monitors	218

COMPANY: Union Oil Co. of California

UNION: Oil Workers--CIO

LOCATION: Cut Bank Plant

SIZE OF COMMUNITY: -- --

EFFECTIVE DATE: March 1947

WAGE REOPENING: Between Sept. and Dec. 1947; agmt. expires March 1948

Shift Bonus: 4¢ on evening, 6¢ on night shift

Note: A "temporary allowance" of $17.70 a month is in effect together with the following scale of base rates.

REFINERY, ABSORPTION PLANT, AND SHOP

JOB CLASSIFICATIONS	Base Rate
Refinery Operator	$1.77
Absorption Plant Operator	1.77
Controlman	1.50
Craftsmen - 1st Class	1.50
Treater	1.42
Laboratory Tester	1.39
Loader - Gauger	1.38
Craftsman - 2nd Class	1.35
Boiler Fireman	1.35
Garageman	1.30
Loader Rackman	1.27
Skilled Laborer	1.12
Common Laborer	1.00

COMPANY: Confidential (Refinery)

UNION: Distillery Workers--AFL

LOCATION: South Central

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: October 1947

Hiring Rate: 5¢ less than classification rate for first 3 mos.

OPERATORS

Dubbs Cracking Plant Operator Leedman	1.52
Dubbs Cracking Plant Operator	1.45
Crude Stillmen Operators	1.45
Treater Operator and Leedburner	1 39
Dubbs Cracking Plant Asst. Operator	1.265
Treater Operators	1.265
Pumper Operator	1.265
Laboratory Techniciens	1.265
Boiler House Operator	1.15
Tankcar Loaders and tankermen (Licensed)	1.15
Truckloaders	1.09
Dubbs Cracking Plant Helper	1.035
Laboratory Testers	1.035
Tankcar loaders and tankermen (Unlicensed)	1.035

MAINTENANCE

Maintenance Working Foreman	1.39
Machinist	1.39
Welder	1.39
Insulator 1st Class	1.39
Maintenance Leadmen	1.265
Storekeeper	1.21
Mechinist Helper	1.15
Maintenance Helpers	.98
Insulator Helper	.98
Watchmen	.86

TRANSPORTATION UNIT

Automotive Maintenance Mechanics (Leadman)	1.38
Automotive Maintenance Mechanics	1.265
Automotive Maintenance Mechanic (Ass't.)	1.15
Truck Drivers	1.035

COMPANY: Union Oil Co. of California

UNION: Independent Union of Petroleum Workers, Inc.

LOCATION: Los Angeles, Calif.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: At any time after Sept. 1, 1947; agmt. expires March 1948

Note: A "temporary allowance" of $34.67 a month is in effect together with the following scale of base rates.

SUPPLY WAREHOUSE EMPLOYEES

CLASSIFICATION	BASE RATE $/MONTH
General Warehouseman A	$224.20 - 253.70
General Clerk A	224.20 - 253.70
General Clerk B	200.60 - 224.20
General Warehouseman B	200.60 - 224.20
Junior Warehouseman A	177.00 - 200.60

COMPANY: Frontier Refining Co.

UNION: Oil Workers--CIO

LOCATION: Cheyenne, Wyo.

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: December 1947

Shift Bonus: 3 1/3¢ for shift work

Classifications	Base Rate	Shift Diff	Cost of Living Inc	Total
Operators	$ 1.73 hr	$ .033 hr	$ .20 hr	$ 1.963 hr
Helpers	1.597	.033	.20	1.83
Treaters	1.597	.033	.20	1.83
Boiler Firemen	1.497	.033	.20	1.73
Pumpers	1.497	.033	.20	1.73
Backmen	1.267	.033	.20	1.50
Knock Engine Operator	1.33	..	.20	1.53
Tester, 1st Class	1.21	.033	.20	1.443
Tester, 2nd Class	1.05	.033	.20	1.283
Instrument Man, 1st Class	1.62	.	.20	1.82
Instrument Man, 2nd Class	1.44		.20	1.64
Machinist	1.62	.	.20	1.82
Pump Mechanics	1.62	..	.20	1.82
Mechanical Maintenance	1.24	..	.20	1.44
Tool Room Man	1.10	.	.20	1.30
Maintenance 1st Class	1.00	..	.20	1.20
Maintenance 2nd Class	0.90	..	.20	1.10

COMPANY: Confidential (Gasoline Plant)

UNION: Oil Workers--CIO

LOCATION: South West

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: September 1947

Classification	Monthly Salary 40 Hour Week
Engineman, New	$215.00
Engineman, 3 Mos.	230.00
Engineman, 6 Mos.	244.00
Common Laborer	179.00
Loading Rack, New	211.00
Loading Rock, 3 Mos.	224.00
Loading Rack, 6 Mos.	237.00
Meter Man, District	280.00
Meter Man, New	209.00
Meter Man, 3 Mos.	224.00
Meter Man, 6 Mos.	242.00
Oiler, New	210.00
Oiler, 3 Mos.	220.00
Oiler, 6 Mos.	236.00
Operator, New	224.00
Operator, 3 Mos.	236.00
Operator, 6 Mos.	255.00
Plant Repairman	267.00
Schedule Man, District	280.00
Truck Driver (1½ Tons and Less), New	206.00
Truck Driver (1½ Tons and Less), 3 Mos.	220.00
Truck Driver (1½ Tons and Less), 6 Mos.	234.00
Utility Man, New	204.00
Utility Man, 3 Mos.	218.00
Utility Man, 6 Mos.	233.00
Welder A	277.00
Welder B	255.00

COMPANY: Confidential (Refinery)

UNION: Operating Engineers--AFL

LOCATION: South West

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: November 1947, May 1948

Shift Bonus: 4¢ on evening, 6¢ on night shift

Note: Each employee receives $20 a month in addition to the following rates.

CLASSIFICATION	HOURLY RATE
Boiler Fireman, 1st Class	$ 1.43
Boiler Fireman, 2nd Class	1.34
Boilermaker, 1st Class	1.61
Boilermaker, 2nd Class	1.40
Boilermaker, Helper	1.26*
Carpenter, 1st Class	1.61
Carpenter, 2nd Class	1.40
Carpenter, Helper	1.26*
Chief Operator, G. P.	1.70
Crane Operator	1.46
Electrician, 1st Class	1.61
Electrician, 2nd Class	1.40
Electrician, Helper	1.26*
Engine Operator	1.37
Floor and Delivery Man	1.26*
Instrument Man, 1st Class	1.61
Instrument Man, 2nd Class	1.40
Instrument Man, Helper	1.36*
Tester, Anti-Knock	$ 1.42
Tester, Special	1.42
Tester, Helper	1.26
Treater, Senior	1.43
Treater	1.34
Treater, Helper	1.26
Truck Driver	1.26
Utility Still Helper	1.49
Water Tender	1.31 *
Welder "AA"	1.69
Welder, 1st Class	1.61
Welder, 2nd Class	1.40
Welder, Helper	1.26
Yardman, 1st Class, After 6 months	1.14
Yardman, 2nd Class, 3 - 6 months	1.08
Yardman, 3rd Class, Entrance 0 - 3 months	.99
Yardman, Special, 1st Class, Over 6 months	1.14
Yardman, Special, 2nd Class, 3 - 6 months	1.08
Yardman, Special, 3rd Class, Entrance 3 months	.99
Janitor	1.0796
Insulator, 1st Class	1.61
Insulator, 2nd Class	1.40
Insulator, Helper	1.26*
Leaderman, 1st Class	1.34
Leaderman, 2nd Class	1.20
Leadoff Man	1.40
Loader	1.26
Machinist, 1st Class	1.61
Machinist, 2nd Class	1.40
Machinist, Helper	1.26*
Mechanic, 1st Class	1.61
Mechanic, 2nd Class	1.40
Mechanic, Helper	1.26*
Oiler	1.26
Operator, Poly Feed	1.49
Operator, Absorption Oil	1.49
Operator, Poly Wash	1.26
Operator, Helper	1.26
Pumper, Senior	1.43
Pumper	1.34
Side Boom Caterpiller Tractor Operator	1.33
Storekeeper	1.40
Stillman "A"	1.70
Stillman "B"	1.62
Stillman Helper	1.43
Stabilizer Operator	1.37
Toster	1.34

COMPANY: Confidential

UNION: Independent Union

LOCATION: South West

SIZE OF COMMUNITY: -- --

EFFECTIVE DATE: April 1947

WAGE REOPENING: September 1947

Note: In addition to the following rates, employees are paid a monthly "cost-of-living allowance" of 12½% of earnings, but not to exceed $75 a month.

Occupation Code	Classification	Straight Time Hourly Rate
Drilling Department		
168	Cable Tool Dressers	$1.69
170	Cable Tool Drillers	2.17
141	Rotary Derrickman	1.50
172	Rotary Drillers	2.17
249	Rotary Fireman	1.44
253	Rotary Floorman	1.39
941	Truck Driver—New	1.32
	Truck Driver—3 Mos.	1.37
	Truck Driver—6 Mos.	1.46
Producing Department		**Monthly Salary 40 Hour Week**
529	Auto Mechanic A	$269.00
530	Auto Mechanic B	244.00
602	Boat Operator	234.00
61	Carpenter A	255.00
62	Carpenter B	237.00
171	Clean Out Driller	330.00
354	Clean Out Driller Helper	264.00
454	Common Laborer	179.00
617	Drag Line Operator	269.00
536	Engine Mechanic	255.00

293	Gang Pusher	259.00
301	Gauger, Delivery	261.00
304	Gauger, Field	279.00
550	Meter Man	264.00
570	Night Watchman	184.00
937	Oil Treater—New	226.00
	Oil Treater—3 Mos.	234.00
	Oil Treater—6 Mos.	242.00
675	Painter A	247.00
676	Painter B	241.00
691	Porter	125.00
647	Pulling Unit Operator	254.00
701	Pumper—New	214.00
	Pumper—3 Mos.	228.00
	Pumper—6 Mos.	242.00
760	Roustabout—New	204.00
	Roustabout—3 Mos.	218.00
	Roustabout—6 Mos.	233.00
761	Roustabout Derrickman	241.00
930	Tractor Driver—Heavy	254.00
952	Truck Driver Over 1½ Tons—New	228.00
	Truck Driver Over 1½ Tons—3 Mos.	238.00
	Truck Driver Over 1½ Tons—6 Mos.	254.00
949	Truck Driver 1½ Tons and Less—New	$206.00
	Truck Driver 1½ Tons and Less—3 Mos.	220.00
	Truck Driver 1½ Tons and Less—6 Mos.	234.00
991	Welder A	277.00
992	Welder B	255.00

Electrical Plants

454	Common Labor	179.00
178	Electrician "A"	302.00
179	Electrician "B"	278.00
180	Electrician "C"	267.00
357	Electrician Helper	242.00
240	Engineman, Stationary	276.00
332	Groundman—New	209.00
	Groundman—3 Mos.	220.00
	Groundman—6 Mos.	231.00
463	Lineman "A"	264.00
464	Lineman "B"	228.00
584	Oiler	250.00

Material Department

294	Warehouse Gang Pusher	259.00
949	Truck Driver (1½ Tons and Less) New	206.00
	Truck Driver (1½ Tons and Less) 3 Mos.	220.00
	Truck Driver (1½ Tons and Less) 6 Mos.	234.00
373	Warehouse Helper, New	204.00
	Warehouse Helper, 3 Mos.	218.00
	Warehouse Helper, 6 Mos.	233.00

Marine Operations

P 139	Cook, A	197.00
P 140	Cook, B	166.00
P 188	Engineer	278.00
P 345	Helper	147.00
P 544	Mechanic, Operating	244.00
P 681	Pilot, Boat	247.00
P 775	Sailor	147.00

Marine Operations

P 913	Technician, Radio, New	197.00
	Technician, Radio, 12 Mos.	202.00
	Technician, Radio, 24 Mos.	212.00
	Technician, Radio, 36 Mos.	222.00
	Technician, Radio, Merit Maximum	263.00

COMPANY: Confidential (Refinery)

UNION: Oil Workers--CIO

LOCATION: South West

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: After October 1947

Shift Bonus: 4¢ on evening, 6¢ on night shift

Note: Employees receive a "cost-of-living allowance" of 22¢, in addition to the rates listed below.

Department Division	Job Classification	Hourly Rate
Operating		
Cracking		
	Stillman	$1.815
	Stillman "A" Helper	1.63
	Stillman Helper	1.54
	Fireman	1.42
Catalytic and Distillation		
	Stillman	1.815
	Stillman "A" Helper	1.63
	Stillman Helper	1.54
	Fireman	1.42
	Utility Man (Poly Plant only)	1.27
Light Oils		
Pumping and Gauging		
	Pumper Supervisor	1 815
	Assistant Pumper Supervisor	1 70
	Pumper	1.63
	Pumper 1st Helper	1.51
	Pumper 2nd Helper	1 27
	Rackman Helper	1.27

Treating

Treater	1.70
Treater Helper	1.51

Alkylation

Operator	1.815
Operator "A" Helper	1.63
Operator Helper	1.54

Plant Protection

Gates and Patrol

Patrol Sergeant	1.42
Patrolman	1.245
Gateman	1.245
Dock Watchman	1.245

Laboratory

Research and Inspection

Laboratory Specialist	$1.60
Special Technician	1.54

Laboratory (Continued)

Tester—After 24 mos.	1.42
" 18 to 24 mos.	1.34
" 12 to 18 mos.	1.27
" 3 to 12 mos.	1.21
Laboratory Trainee	1.15

Marine

Docks

Dockman	1.51

Utilities

Shift Operator	1.815
Turbine Operator	1.63
Water Tender	1.63
Water Station Operator	1.56
Water Tender 2nd Class	1.475
Water Treater	1.475
Fireman	1.42
Utilities Dept. Helper	1.27

Stores

Warehouseman	1.34
Warehouse Helper—After 12 mos.	1.27
Warehouse Helper—3 to 12 mos.	1.21
Warehouse Helper—Start	1.15

Mechanical

Blacksmith

Blacksmith 1st Class	1.64

Boilermaker

Boilermaker 1st Class	1.64

Carpenter

Carpenter 1st Class	1.64

Concrete Finishing

Concrete Reinforcing Steel Bender	1.47
Concrete Finisher	1.47

Crane

Crane Operator	1.64

Tractor

Tractor Operator (Without Boom See Helper (Mech. Dept.)	—
Tractor Operator (With Boom)	1.43

Electrical

Electrician 1st Class	1.675
Electrician 2nd Class	1.43

Mechanical

Instrument

Instrument Man	1.665
Instrument Man 2nd Class	1.43

Garage

Auto Mechanic	1.64
Auto Mechanic 2nd Class	1.43

Truck

Truck Driver—General Hauling See Helper (Mech. Dept.)	—
Truck Driver (Winch)	1.43

Insulators

Insulator Leadman	1.64
Insulator	1.47

Leadburner

Leadburner	1.71

Labor

Labor Pusher	1.47
Yardman	1.47
Building Maintenance Man	1.47
Sandblaster	1.27
Sandblaster Helper	1.15
Scraper	1.15
Sand Drier	1.15
Sewer Leadman	1.18
Truck Driver (Waste Material)	1.18
Laborer—Special*	1.04
Laborer—After 12 mos.	1.00
" 3 to 12 mos.	.90
" Start	.885
Janitor—After 12 mos.	1.00
" 3 to 12 mos.	.90
" Start	.885

*Applicable to cleaning boilers, towers, tanks and condenser boxes; filling empty catalyst towers; laying sewer pipe; and presently recognized Laborer—Special assignments.

Machinist

Machinist 1st Class	1.64
Machinist 2nd Class	1.43
Pipe Machine Operator	1.47
Tool Repair Man	1.43

Mechanical General

Helper (Mech. Dept.)—After 12 mos.	1.27
" " " 3 to 12 mos.	1.21
" " " Start	1.15

Mechanical

Painters

Sign Painter	1.64
Painter Leaderman	1.64
Painter	1.47

Pipe

Pipefitter 1st Class	1.64
Pipefitter 2nd Class	1.43

Riggers

Rigger 1st Class	1.64
Rigger 2nd Class	1.43

Tool

Toolroom Attendant	1.34

Welders

Welder 1st Class	1.64
Welder 2nd Class	1.43
Layerout 1st Class	1.71
Layerout 2nd Class	1.43

COMPANY: Confidential

UNION: Independent Employees Union

LOCATION: Middle West and South West

SIZE OF COMMUNITY: -- --

EFFECTIVE DATE: February 1947

WAGE REOPENING: Once, after April 1947; agmt. expires Feb. 1948

Shift Bonus: 4¢ on evening, 6¢ on night shift

Producing Department

Hourly Rate Title Classifications	Hourly Rates In Effect
Blacksmith, First Class	$ 1.59
Blacksmith, Helper	1.33
Camp Tender	1.10
Carpenter	1.50
Clean Out Driller	1.73
Clean Out Helper	1.50
Clerk, Relief	1.20
Derrickman, Well Servicing	1.34
Desulphurization Plant Operator	1.38
Electrician	1.50
Electrician Helper	1.33
Engineer, Second Class	1.44
Gang Pusher, Relief	1.44
Gauger, District Relief	1.39
Gauger, Station	1.39
Grader Operator	1.39
Laborer, Experienced	1.03
Laborer	.91
Mechanic, First Class	1.50
Mechanic, Second Class	1.33
Painter	1.42
Pumper - Isolated, Special	1.42
Pumper, Resident	1.39
Pumper	1.33
Repairman	1.39
Roustabout	
First Three Months	1.21
Second Three Months	1.25
After Six Months	1.29
Service Unit Operator	1.39
Tractor Driver, Heavy	$ 1.39
Tractor Driver, Light	1.33
Treater	1.44
Truck Driver, Heavy	1.39
Truck Driver, Light	1.33
Welder, First Class	1.56
Welder, Second Class	1.43
Welder Helper	1.33

Exploration Department

Driller, First Class	1.15
Driller, Second Class	1.01
Helper, First Class	.86
Helper, Second Class	.90
Helper, Third Class	.86
Laborer, Day	.83
Laborer, Monthly	.83
Mechanic, First Class	1.50
Mechanic, Second Class	1.33
Observer, Assistant	1.10
Shooter, First Class	1.08
Shooter, Second Class	1.02

Refinery

Brick Mason	1.50
Carpenter	1.50
Clerk, Relief	1.20
Electrician	1.50
Inspector	1.29
Laborer, Experienced	1.03
Laborer	.91
Lagger	1.29
Loader - Tank Truck	1.25
Loader - Tank Car	1.29
Maintenance Helper	$ 1.22
Maintenance Man - Pressure Still	1.26
Mechanic, First Class	1.50
Painter	1.39
Pipe Fitter	1.50
Pipe Fitter Helper	1.28
Pressure Still Helper	1.44
Repairman	1.37
Stillman	1.65
Tractor Driver, Light	1.29
Treater	1.44
Truck Driver, Light	1.33
Utility Man - Shift	1.05
Water Tender	1.35
Welder, First Class	1.50

Producing Department

Monthly Rate, Limited-Hour Title Classifications	Minimum Basic Salary Rates
Junior Chemist	$220.00
Apprentice Chemist	170.00
Senior Clerk	270.00
Clerk	220.00
Junior Clerk	170.00
Apprentice Clerk	125.00
Senior Draftsman	250.00
Draftsman	220.00
Junior Draftsman	185.00

Apprentice Draftsman	155.00
Apprentice Engineer	232.00
Gas Inspector	248.00
Laboratory Assistant	125.00
Maintenance Man	263.00
Office Messenger	107.00
Senior Stenographer	170.00
Stenographer	150.00
Typist	125.00
Monthly Rate, Unlimited-Hour Title Classifications	
District Gauger	285.00

Exploration Department

Monthly Rate, Limited-Hour Title Classifications	
Senior Clerk	270.00
Clerk	220.00
Junior Clerk	170.00
Apprentice Clerk	125.00
Junior Computer	256.00
Apprentice Computer	218.00
Senior Draftsman	250.00
Draftsman	220.00
Junior Draftsman	185.00
Apprentice Draftsman	155.00
Photostat Operator	129.00

Exploration Department

Monthly Rate, Limited-Hour Title Classifications	Minimum Basic Salary Rates
Sample Washer	$110.00
Scout	190.00
Senior Stenographer	170.00
Stenographer	150.00
Typist	125.00

Refinery

Monthly Rate, Limited-Hour Title Classifications	
Junior Chemist	220.00
Senior Clerk	270.00
Clerk	220.00
Junior Clerk	170.00
Apprentice Clerk	125.00
Junior Draftsman	185.00
Senior Stenographer	170.00
Stenographer	150.00
Typist	125.00

Purchasing Department

Monthly Rate, Limited-Hour Title Classifications	
Senior Clerk	270.00
Clerk	220.00
Junior Clerk	170.00
Stenographer	150.00

COMPANY: Confidential (Pipe Line)

UNION: Oil Workers--CIO

LOCATION: South West

SIZE OF COMMUNITY: -- --

EFFECTIVE DATE: April 1947

WAGE REOPENING: September 1947

Shift Bonus: 4¢ on evening, 6¢ on night shift

Note: In addition to the following rates, employees are paid a monthly "cost-of-living allowance" of 12½% of earnings.

Pipe Line Operating

Classification	Hourly Rate Min.	Hourly Rate Max.	Monthly Rate Min.	Monthly Rate Max.
Carpenter		1.50		
Dispatcher, Field		1.59		
Dispatcher A, General Office			295.	315.
Dispatcher B, General Office				275.
Engineer, Main Line		1.59		
Engineer, Field		1.45		
Gasoline Gauger & Inspector		1.45		
Gauger, Delivery		1.51		
Gauger, Field		1.61		
Gauger, Stock		1.44		
Linewalker		1.39		
Machinist Helper, New		1.04		
Machinist Helper, 6 Mo.		1.16		
Machinist Helper, 12 Mo.		1.29		
Mechanic A		1.58		
Mechanic B		1.43		
Oiler		1.44		
Operator—Gauger		1.44		
Operator—Telegraph, Field		1.47		
Pipeliner, New		1.04		
Pipeliner, 6 Mo.		1.16		
Pipeliner, 12 Mo.		1.29		
Pumper		1.33		

Shop Machinist A	1.61
Shop Machinist B	1.48
Shop Machinist C	1.36
Station Mechanic	1.62
Station Mechanic, Assistant	1.29
Tractor Driver, Light Duty	1.41
Tractor Driver, Heavy Duty	1.52
Truck Driver	1.41
Watchman	1.04
Welder A	1.66
Welder B	1.51
Welder Helper	1.29

Telephone & Telegraph

Classification	Hourly Rate Min.	Hourly Rate Max.	Monthly Rate Min.	Monthly Rate Max.
Armature Winder		1.78		
Division Lineman & Electrician A		1.74		
Division Lineman & Electrician B		1.60		
Division Lineman & Electrician C		1.54		
Division Electrician		1.78		
Division Lineman		1.49		
Electrician		1.60		
Electrician, Assistant		1.40		
Electrician Helper, New		1.04		
Electrician Helper, 6 Mo.		1.16		
Electrician Helper, 12 Mo.		1.29		
Equipment Installer		1.49		
Gang Lineman		1.37		
Groundman	1.21	1.33		
Operator, Telegraph, General Office				268.
Porter	.66	.78		
Truck Driver		1.41		
Wire Chief Assistant				317.

FIELD AND OPERATING OFFICE CLERICAL RATE SCHEDULE

Code		Minimum	2nd Level	3rd Level	4th Level	Max.
117	Clerk, Junior	155.00 (6)	161.00 (12)	168.00 (12)	176.00	196.
124	Clerk, Senior	197.00 (12)	202.00 (12)	212.00 (12)	222.00	263.
106	Clerk, Apprentice	118.00 (3)	125.00 (12)	132.00 (12)	140.00	161.
131	Clerk, Senior Warehouse and Asst. Warehouseman	202.00 (12)	212.00 (12)	222.00 (12)	233.00	243.
836	Stenographer, Junior	145.00 (6)	151.00 (12)	161.00 (12)	171.00	208.
837	Stenographer, Senior	172.00 (6)	176.00 (12)	187.00 (12)	197.00	243.
654	Telephone Operator	134.00 (3)	140.00 (12)	146.00 (12)	151.00	184.

COMPANY: Union Oil Co. of California

UNION: Teamsters--AFL

LOCATION: Los Angeles, Calif.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: At any time after Sept. 1, 1947; agmt. expires Feb. 1948

Shift Bonus: 4¢ on evening, 6¢ on night shift

Note: A sum of $34.67 is paid the employees listed below in addition to their base rates.

1. The rates of pay for truck and package truck drivers shall be:
   (a) For the first six months of employment in this classification, at the rate of $206.50 a month;
   (b) For the second six months, at the rate of $212.40 a month;
   (c) For the third six months, at the rate of $218.30 a month;
   (d) For the fourth six months, at the rate of $224.20 a month;
   (e) At the end of the fourth six months, at the rate of $236.00 a month.
2. The rate of pay for marine service station operators shall be $212.40 a month.

The rates of pay for warehousemen shall be:

(a) For the first six months of employment in this classification at the rate of $200.60 a month;
(b) For the second six months in this classification at the rate of $206.50 a month;
(c) For the third six months in this classification at the rate of $212.40 a month;
(d) For the fourth six months in this classification and thereafter at the rate of $218.30 a month.
(e) Transfer to truck or package truck driver's job:
   (1) Warehouseman with less than twelve (12) month's service, if transferred to truck driver's job, shall receive the minimum rate for that classification.
   (2) Warehouseman with twelve (12) months, but less than twenty-four (24) months' service, if transferred to a truck driver job, will receive six months' credit as truck driver.
   (3) Warehousemen with over twenty-four (24) months' service, if transferred to a truck driver job, will receive twelve (12) months' credit as truck driver.

4. When three (3) or more Warehousemen are required, one will be designated as a Lead Warehouseman and paid the Lead Warehouseman rate as follows:
   (a) Start $218.30
   (b) After 6 months 224.20
   (c) After 12 months 230.10
5. The rate of pay for transport truck driver shall be $247.90 a month.
6. The rate of pay for package truck driver on large package truck shall be $236.00 a month.
7. The rate of pay for package truck handlers shall be $200.60 a month.

COMPANY: Confidential

UNION: Independent Union

LOCATION: South West

SIZE OF COMMUNITY: -- --

EFFECTIVE DATE: April 1947

WAGE REOPENING: September 1947

Note: In addition to the following rates, employees are paid a monthly "cost-of-living allowance" of 12½% of earnings, but not to exceed $75 a month.

Natural Gas Department

Classification	Monthly Salary 40 Hour Week
Auto Mechanic A	$269.00
Boilermaker	274.00
Carpenter A	255.00
Common Laborer	179.00
Construction Helper A	215.00
Construction Helper B	197.00
Construction Timekeeper	206.00
District Schedule Man	280.00
Engineman, New	215.00
Engineman, 3 Mos.	230.00
Engineman, 6 Mos.	244.00
Loading Rack, New	211.00
Loading Rack, 3 Mos.	224.00
Loading Rack, 6 Mos.	237.00
Meter Man, District	280.00
Meter Man, New	209.00
Meter Man, 3 Mos.	224.00
Meter Man, 6 Mos.	242.00
Oiler, New	210.00
Oiler, 3 Mos.	220.00
Oiler, 6 Mos.	236.00
Operator, New	224.00
Operator, 3 Mos.	236.00
Operator, 6 Mos.	255.00
Painter A	247.00
Plant Repairman	267.00
Tractor Driver	254.00
Truck Driver (1½ Tons and Less), New	206.00
Truck Driver (1½ Tons and Less), 3 Mos.	220.00
Truck Driver (1½ Tons and Less), 6 Mos.	234.00
Utility Man, New	204.00
Utility Man, 3 Mos.	218.00
Utility Man, 6 Mos.	233.00
Welder A	277.00
Welder B	255.00

COMPANY: Confidential

UNION: Independent Union

LOCATION: South West

SIZE OF COMMUNITY: -- --

EFFECTIVE DATE: April 1947

WAGE REOPENING: September 1947

Note: In addition to the following rates, employees are paid a monthly "cost-of-living allowance" of 12½% of earnings, but not to exceed $75 a month.

LABORATORY EMPLOYEES

Classification	Rates New	6 Mos.	8 Mos.	12 Mos.	18 Mos.	24 Mos.
Boiler Fireman A	$243	$	$251	$	$	$261
Boiler Fireman B	225	231			237	
Carpenter A	258		269			280
Carpenter B	238	247			255	
Electrician A	267		280			293
Electrician B	238	247			255	
Guard	197					
Helper — General	188	202		216		
Helper — Warehouse	188	202		216		
Instrument Maker Glassblower B	238	247			255	
Instrument Maker Mechanic A	268		293			314
Instrument Maker Mechanic B	238	247			255	
Leadman*	11					
Mechanic A	258		269			280
Mechanic B	238	247			255	
Painter A	243		251			261
Painter B	225	231			237	
Pipe Fitter A	258		269			280
Pipe Fitter B	238	247			255	
Porter	123			136		
Welder A	258		269			280
Welder B	238	247			255	
Yardman	123			136		

Employee assigned duties of leadman is to receive rate he would otherwise be paid plus $11.00 per month.

COMPANY: Confidential (Pipe Line)

UNION: Oil Workers--CIO

LOCATION: Middle West, South West

SIZE OF COMMUNITY: -- --

EFFECTIVE DATE: January 1947

WAGE REOPENING: None specified; agmt. expires March 1948

Shift Bonus: 4¢ on evening, 6¢ on night shift

Note: In addition to the rates below, each employee receives semi-monthly a sum equal to 12½% of his earnings for that period, with a maximum payment of $50 a month.

Occupation	Standard Hourly Rate
Station Engineer	$1.56
Oiler	1.42
Utilityman	1.24
Division Dispatcher	1.52
Repeater-Operator	1.48
Operator Gauger	1.42
Station Gauger	1.31
Stock Gauger	1.35
Pumper	1.37
Linewalker	1.36
Deliveryman	1.52
Truck Driver	1.37
Combination Cleaning & Coating Machine Operator	1.39
Tractor Operator	1.39
Machine Operator (Cleaning Machine & Air Compressor)	1.33
Ditcher Operator	1.39
Combination Dragline-Ditcher-Backfiller Operator	1.50
Asst. Division Machinist	1.56
Machinist 2nd Class	1.50
Machinist 3rd Class	1.36
Carpenter Helper	1.30
Utility Carpenter	1.42
Carpenter (First Class)	1.54
Painter 1st Class	1.50
Painter 2nd Class	1.30
Painter (Tank and Sign)	1.39
Cement Finisher	1.30
Lineman 1st Class	1.58
Lineman 2nd Class	1.39
Lineman 3rd Class	1.24
Tank Caulker	1.58
Division Welder	1.64
Welder	1.58
Beveler (Junior Welder)	1.36
Laborers (under 6 months)	.94
Pipeliner (after 6 months)	1.24
Watchman	.94
Time and Material Checker	1.24
Division Lineman	Standard Monthly Rate $296.00

COMPANY: Confidential (Refinery)

UNION: Confidential

LOCATION: Confidential

SIZE OF COMMUNITY: --

EFFECTIVE DATE: May 1947

WAGE REOPENING: September 1947

Shift Bonus: 4¢ on evening, 6¢ on night shift

Note: In addition to the following rates, employees (except brick-masons) are paid a 12¢ "cost-of-living bonus."

Payroll Divisions and Job Classifications	Rate
STOREHOUSE	
16-Storeroom and Yards	
Counterman 1st (after six months)	$1.42
Counterman 2nd (first six months)	1.34
AUTOMOTIVE	
19-Transportation	
Truck Driver	1.42
Truck Driver Helper	1.24
Tractor Operator	1.53
Bus Driver 1st	1.47
COKE DISPOSAL	
48-Coke Disposal	
Coke Disposal Worker	1.26
ENGINEERING - FIELD & SHOPS	
61-Asbestos Workers	
Asbestos Worker Asst. Fmn.	1.80
Asbestos Worker	1.68
63-Blacksmiths	
Blacksmith Working Fmn.	1.80
Blacksmith 1st	1.68
Blacksmith 2nd	1.53
Blacksmith Helper	1.41
64-Boilermakers	
Boilermaker Layer Out (Insp. & Leadman)	1.79
Boilermaker	1.68
Boilermaker Helper	1.41
Boilermaker Asst. Fmn.	1.80
65-Brickmasons	
Brickmason	2.25
Brickmason Helper 1st	1.41
Brickmason Helper 2nd	1.26
70-Janitors and Gardener	
Gardener	$1.41
Janitor 1st	1.29
Janitor 2nd	1.26
71-Lead Burner	
Lead Burner (Working Fmn.)	1.88
Lead Burner 1st	1.76
Lead Burner 2nd	1.53
Lead Burner Helper 1st	1.41
74-Painters (Field & Shop)	
Painter Asst. Fmn.	1.80
Painter Leadman	1.74
Painter	1.68
75-Pipefitters (Field & Shop)	
Pipefitters Asst. Fmn.	1.80
Pipefitter Leadman	1.74
Pipefitter 1st	1.68
Pipefitter 2nd	1.53
Pipefitter Helper 1st	1.41
Pipefitter Helper 2nd	1.24
Pipe Mach. Operator 1st	1.68
Pipe Mech. Opr. Hlpr. 1st	1.41
Pipe Mech. Opr. Hlpr. 2nd	1.24
76-Riggers	
Rigger Asst. Fmn.	1.80
Rigger Leadman	1.74
Rigger 1st	1.68
Rigger 2nd	1.53
Rigger Helper 1st	1.41
Rigger Helper 2nd	1.24
80-Surveying	
Chainman	1.27
19-Teaming	
Teamster (2 horses & wagon)	1.80

Payroll Divisions and Job Classifications	Rate
66-Carpenters	
Carpenter Asst. Fmn.	1.80
Carpenter 1st	1.68
69-Electricians	
Electricians Asst. Fmn.	1.80
Electricians Leadman	1.74
Electrician 1st	1.68
Electrician Helper 1st	1.41
Apprentice Elect. 1st year	1.25
Apprentice Elect. 2nd year	1.34
Apprentice Elect. 3rd year	1.41
Apprentice Elect. 4th year	1.56
ENGINEERING - FIELD & SHOPS (CONT.)	
85-Yard Labor	
Labor Sub-Foreman 1st	$1.53
Concrete Finisher	1.41
Labor Leadman	1.29
R. R. Track Repairer	1.26
Pond Crew	1.26
Laborer (Until 182 days in service)	1.11
Yardman (After 182 days in service)	1.22

NOTE: Employees working on the following jobs receive $1.26 per hour:

1) Pond Crew
2) Coke Disposal Crew
3) Ganister Cleanout Work
4) Handling Lime
5) Cleaning inside Cross Fractionating Towers - not to include cleaning bubble caps (which is done outside of equipment)
6) Tearing Out Brick in Furnaces - excluding wrecking
7) Cleaning Out Flash and Reaction Chambers and Fractionating Columns on Dubbs 17
8) Handling Sulphur
9) Handling Filtrol Clay
10) Blade and Maney Operator
11) Handling Jack Hammer - Large Size (Demolisher) only
12) Section Crew
13) Janitor No. 2
14) 2nd Class Brickmason Helper
15) Cleaning tanks, sewer manholes, blow-off pits and separation boxes when working inside such locations.
16) Cleanout of caustic and acid storage tanks only - including handling of material outside.

Payroll Divisions and Job Classifications	Rate
82-Tinners (Shop & Field)	
Tinner Asst. Fmn.	1.80
Tinner	1.68
84-Welding	
Welder Asst. Fmn.	1.82
Welder Leadman	1.76
Combination Welder	1.70
Welder Helper	1.41
CAR DEPARTMENT	
87-Shop Men	
Car Inspector 1st	1.68
Car Inspector 2nd	1.53
Hd. Car Air Brakeman	1.73
Car Air Brakeman 1st	1.68
Car Air Brakeman 2nd	1.53
Car Repairman 1st	1.68
Car Repairman 2nd	1.53
Car Repairman Helper 1st	1.41
Warehouse Man 1st	1.37
Warehouse Man 2nd	1.29
Tool Repairman	1.42
Tool Room Man	1.40
Craneman	1.68
Machine Operator	1.55
Coil Tester	1.68
88-Blacksmiths	
Blacksmith Leadman	1.74
Blacksmith 1st	1.68
Blacksmith Helper	1.41
89-Boilermakers	
Boilermaker	1.68
Boilermaker Helper	1.41
90-Painters	
Painter Leadman	1.74
Painter	1.68
91-Pipefitters	
Pipefitter 1st	1.68
Pipefitter 2nd	1.53
Pipefitter Helper 1st	1.41
Pipefitter Helper 2nd	1.24
92-Welders	
Combination Welder	1.70
Welder Helper	1.41

PHARMACEUTICAL PRODUCTS

COMPANY: Confidential

UNION: Gas, Coke and Chemical Workers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None allowed; 1-yr. agmt.

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

	RATE STRUCTURE		
	Start	3 Months	6 Months
LEVEL 1	.91	.96	1.01
Filling and Packaging Operator C Packer C			
LEVEL 2	.96	1.01	1.06
Charwoman Counter Attendant Dishwasher Inspector B Matron Washer—Container			
LEVEL 3	1.01	1.06	1.12
Filling and Packaging Operator B Laborer Packer B Porter Weigher—Tablet			
LEVEL 4	1.06	1.12	1.18
Boxmaker—Automatic Nailing Machine Clerk—Call Order Clerk—Laundry A Clerk—Stock B Counter Attendant (Group Leader) Laboratory Assistant B Material Handler Packer—Export Process Operator C Tablet and Capsule Machine Operator C			
LEVEL 5	1.12	1.18	1.24
Checker—Returned Goods Clerk—Stock (Case Goods) Clerk—Stores (Maintenance) Coater C Cook B Filling and Packaging Operator A Helper—Trades Oiler Sampler Service Man			
LEVEL 6	1.18	1.24	1.31
Elevator Operator Freight Sorter Inspector A Laboratory Assistant A Laborer (Group Leader) Matron (Group Leader) Porter (Group Leader) Steward—Cafeteria			
LEVEL 7	1.24	1.31	1.37
Baker—Pastry Clerk—Stock A Cook A Filling and Packaging Operator (Group Leader) Inspector (Group Leader) Machine Adjuster Material Handler (Group Leader) Packer (Group Leader) A Process Operator B Tablet and Capsule Machine Operator B Washer (Group Leader) Weigher—Export			
LEVEL 8	1.31	1.37	1.43
Checker—Export Checker—Inside Checker—Platform Checker—Returned Goods (Group Leader) Coater B Night Cafeteria (Group Leader) Storekeeper—Maintenance			
LEVEL 9	1.37	1.43	1.49
Clerk—Stock (Group Leader) Painter B Process Operator B (Group Leader) Sampler (Group Leader)			
LEVEL 10	1.43	1.49	1.55
Air Condition—Refrigeration Mechanic B Carpenter B Checker—Outside Warehouse Checker—Special Pipefitter B Process Operator A Sheet Metal Worker B Tablet and Capsule Machine Operator A Welder B			
LEVEL 11	1.49	1.55	1.61
Coater A Electrician B Machinist B			
LEVEL 12	1.55	1.61	1.67
Mason Painter A Process Operator A (Group Leader)			
LEVEL 13	1.61	1.67	1.73
Air Condition—Refrigeration Mechanic A Carpenter A Chef Pipefitter A Sheet Metal Worker A Welder A			
LEVEL 14	1.67	1.73	1.79
Electrician A Machinist A			
LEVEL 16	1.79	1.85	1.91
Electrician (Group Leader) Machinist (Group Leader)			
OTHER CLASSIFICATIONS (+$.12 per hr. on current rate)			
Chemist—Analytical Chemist—Analytical Sr. Chemist—Inspection			

COMPANY: Winthrop Chemical Co., Inc.

UNION: Chemical Workers--AFL

LOCATION: Rensselaer, N.Y.

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: June-1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ on 2nd, 8¢ on 3rd shift

PRODUCTION DEPARTMENTS

Manufacturing and Finishing

2 Mo. Service	.94	*Automatic
2 Mo. Service	1.00	
2 Mo. Service	1.08	
4th Grade 6 Mo. Service	1.14	
	1.22	3rd Grade 9 Mo.
	1.28	2nd Grade 1 Yr. or more
	1.33	1st Grade Indefinite
	1.38	Special Grade

*Automatic increases to and including 3rd Grade ($1.22) after one (1) year's service. Future increases granted only on merit and length of service. It is customary for an employee to remain in one classification a minimum length of time, as indicated, before any recommendation is made.

MECHANICAL DEPARTMENT

Maintenance, Repair and Installation

Probationary Helper 6 Mo. Service	1.13	*Automatic
Helper 6 Mo. Service	1.18	
	1.26	3rd Grade 9 Mo.
	1.35	2nd Grade 1 Yr. or more
	1.43	1st Grade Indefinite
	1.48	Special Grade

***Laborers and Yard Gang**

Start	.94	2 Mo. Service
"	1.00	2 Mo. Service
"	1.08	2 Mo. or more — until promoted to grade of probationary helper

*Automatic increases to and including 3rd Grade, mechanic ($1.26) after one (1) year's service. Laborers and yard gang are automatic. Future increases granted only on merit and length of service. It is customary for an employee to remain in one classification a minimum length of time, as indicated, before any recommendation is made.

SERVICE DEPARTMENT

Janitors

2 Mo. Service	.94	*Automatic
2 Mo. Service	1.00	
2 Mo. Service	1.08	
	1.14	3rd Grade 6 Mo.
	1.22	2nd Grade 9 Mo. or more
	1.28	1st Grade Indefinite
	1.33	Special Grade

*Automatic increases to and including 3rd Grade ($1.14) after six (6) months' service. Future increases granted only on merit and length of service. It is customary for an employee to remain in one classification a minimum length of time, as indicated, before any recommendation is made.

WOMEN'S RATES

	Starting Rate	1 Mo.	7 Mo.	19 Mo.	24 Mo.
Table Workers.....	.76	*.79	*.81	.84	.86
Machine Operators.	.81	*.84	1.85	.89	.90
Service Department	.82	*.84	*.85	.89	.90
Tablet Machine Operators	.94 Single Rate				
Special Machine Operators	.94 Single Rate				
Group Leaders.....	.94 Single Rate				

*Automatic increases to and including seven (7) months' service. Future increases are based on merit and length of service.

LABORATORIES

Probationary Lab boy or girl—3 Mo.....	.81
4th Grade Lab boy or girl—3 Mo.....	.83
3rd Grade Lab boy or girl—6 Mo.....	.86
2nd Grade Lab boy or girl—6 Mo.....	.89
1st Grade Lab boy or girl—6 Mo.....	.92
Lab Assistant—2nd Grade—6 Mo.....	.96
Lab Assistant—1st Grade—Indefinite.....	1.01
Lab Technician—3rd Grade—1 Year.....	1.11
Lab Technician—2nd Grade—1 Year.....	1.14
Lab Technician—1st Grade—1 Year.....	1.18
Lab Technician—Special Grade—Indefinite	1.23

Animal Attendants

2 Mo. Service	.94	*Automatic
2 Mo. Service	1.00	
2 Mo. Service	1.08	
	1.14	4th Grade 6 Mo.
	1.22	3rd Grade 9 Mo.
	1.28	2nd Grade 1 Yr. or more
	1.33	1st Grade Indefinite
	1.38	Special Grade

*Automatic increases to and including 4th Grade ($1.14) after six (6) months' service. Future increases granted only on merit and length of service. It is customary for an employee to remain in one classification a minimum length of time, as indicated, before any recommendation is made.

COMPANY: Confidential

UNION: Gas, Coke and Chemical Workers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 7½¢ on 2nd, 10¢ on 3rd shift

WAGE SCHEDULE - PRODUCTION

Job Grade	Starting Rate	Second Rate 6 mos. Waiting Period	Third Rate 6 mos. Waiting Period	Maximum Rate 6 mos. Waiting Period
1	.82	.85	.88	.91
1A	—	—	—	—
2	.85	.88	.91	.95
2A	.93	.95	.98	1.02
3	.88	.91	.95	.99
3A	.95	.98	1.01	1.04
4	.91	.95	.99	1.03
4A	.97	1.00	1.03	1.06
5	.95	..99	1.03	1.08
5A	.99	1.02	1.05	1.10
6	.99	1.03	1.08	1.13
6A	1.02	1.05	1.09	1.13
7	1.03	1.08	1.13	1.18
8	1.08	1.13	1.18	1.23
9	1.13	1.18	1.23	1.28
10	1.18	1.23	1.28	1.33
11	1.23	1.28	1.33	1.38
12	1.28	1.33	1.38	1.44
13	1.33	1.38	1.44	1.50
14	1.38	1.44	1.50	1.56
15	1.44	1.50	1.56	1.63
16	1.50	1.56	1.63	1.70
17	1.56	1.63	1.70	1.78
18	1.63	1.70	1.78	1.86

WAGE SCHEDULE - PRODUCTION CLERICAL

Job Grade	Starting Rate	Second Rate 6 mos. Waiting Period	Third Rate 6 mos. Waiting Period	Maximum Rate 6 mos. Waiting Period
3	.77	.80	.83	.86
4	.80	.83	.86	.89
5	.83	.86	.89	.92
6	.86	.89	.92	.96
7	.89	.92	.96	1.00
8	.92	.96	1.00	1.04
9	.96	1.00	1.04	1.08
10	1.00	1.04	1.08	1.13
11	1.04	1.08	1.13	1.18
12	1.08	1.13	1.18	1.23
13	1.13	1.18	1.23	1.28
14	1.18	1.23	1.28	1.33
15	1.23	1.28	1.33	1.39
16	1.28	1.33	1.39	1.45
17	1.33	1.39	1.45	1.51
18	1.39	1.45	1.51	1.57
19	1.45	1.51	1.57	1.64
20	1.51	1.57	1.64	1.71
21	1.57	1.64	1.71	1.78

JOB CLASSIFICATION SCHEDULE

Magma - Production

Job Classification	Labor Grade
Compounder Extract & Magma	11
General Worker A Process	5A

Compressing - Production

Groupleader Compressing	14
Machinist Punches & Dies	13
Groupleader Set-up Mechanic	13
Set-up Mechanic Compressing	10
General Process Worker	6A
Machine Operator Compressing	5
General Worker B Process	4A
Sorter Pharmaceutical	3
Porter	2A

Clerical Production

Scheduler Compressing	13

Granulating - Production

Granulator	11
Granulator - Eff. Salts	11
Mecicinal Powder Mixer	8
Mixer Salts Granulating	8
Mixer Granulating	7
General Worker A Process, Gran.	5A
Equipment Washer, Gran. & Compressing	3A

Coating - Production

Groupleader Coating	13
Coater Pill & Tablet	11
Pill Maker	8
Coater # 2	6A
Pill & Tablet Polisher	6A
Sizer - Pill & Tablet	5A
Sorter Pharmaceutical	3

D.F. Capsule - Production

Groupleader, D.F. Capsule	10
Machine Operator, D.F. Capsule	5
Sorter and Polisher	4

Hypodermic - Production

Groupleader Hypo. Mfg.	10
Powder Mixer Hand	7
Moulder Hypo.	4
Machine Operator & Sorter, Hypo.	3
Porter	2A

Elixir & Syrup - Production

Pharmacist Manufacturing	15
Compounder Elixir & Syrup	10
Filter Press Operator Elixir	8
General Worker A Process	5A
General Worker B Process	4A
Porter	2A

Extract & Magma - Production

Still Operator Pharmaceutical	11
Drug Miller	9
General Worker A Process	5A
Porter	2A

Clerical Production

Clerk-Typist, Extract	10

Glandular - Production

Groupleader Glandular	14
Technician Insulin Protamine	14
Technician Glandular	12
Still Operator Pharmaceutical	10
Laboratory Assistant Glandular	10
General Worker A Process	5A
Centrifuge Operator-Glandular	4
General Worker C Process-Glandular	4A

Suppository and S.E. Caps, Mfg. - Production

Groupleader Suppository	11
Moulder Suppository	5
Finisher Pharmaceutical	4

Pharmaceutical Pkg. - Production

Groupleader Set-up Maintenance Mechanic	14
Groupleader Pharm. Dry Finishing	13
Groupleader Pharm. Dry Conveyor	12
Groupleader Pharm. Fluid Finishing	12
Set-up Mechanic Pharm. Pkg.	12
Groupleader Pharm. A.C. Room	10
Trainee - Set-up Maint. Mechanic	8
Instructress Pharm. Pkg.	7
Stockman - Pharm. Pkg	6A
Checker - Pharm. Pkg.	6
Machine Operator Label	5
Fluid Hand Finisher	5
Finisher Bulk Tablet	4A
Supply Man Pharm. Pkg.	4A
Finisher Pharmaceutical	4
General Worker - Pharm. Pkg.	3A
Porter	2A
Cleaner - Light	2

Clerical Production

Clerk - Pharm. Pkg.	9

Sucret Manufacturing - Production

Groupleader Sucret Mfg.	10
Candy Spinner	7
Candy Cooker	6A
General Worker A Process	5A

Sterile Pharmaceutical - Production

Pharmacist Manufacturing	15
Technician - Sterile Pharm.	14
Lab. Assistant - Sterile Pharm.	11
General Worker - Sterile Pharm.	4A

Clerical Production

Clerk-Steno., Sterile Pharm.	10

Hexylresorcinol - Production

General Worker Hexyl.	8

Biological Packaging - Production

Technician Filling Room	15
Groupleader Biol. Pkg.	13
Groupleader Vaccine & Neddle Ass'y.	12
Servicing Expeditor - Biol. Pkg.	11
Groupleader Biol. Filling	10
Set-up Mechanic, Bio. Pkg.	10
Checker - Biol. Pkg.	8
Sealing Machine Operator	8
Inspector Biol. Pkg.	7
Instructress Filling Room	7
Inspectress Biol. Pkg.	7
Filling & Stoppering Operator	6
Checker Biol. Vaccine	6
Machine Operator Label	5
Checker - Biol. Label	5
Test Sample Finisher	5
General Worker Biological	4A
Vaccine & Needle Assembler	4
Finisher - Biological	4
Stockman Filled Containers	4A
Wiper Market Containers	3
General Worker - Biol. Prod. & Finishing	3A
Washer - Filling Equipment - Biol. Pkg.	3
Porter	2A

Clerical Production

Clerk Scheduler Biological	12
Clerk Bio. Control	12
Clerk Biol. Records	9
Clerk - Filling Room	7
Clerk Entries - Bio. Control	7
Clerk Typist - Bio. Pkg.	7
Clerk Stocks Records	6

Antiseptic Sterility Testing - Production

Technician Ant. Ster. Testing	18
Technician A - Ant. Ster. Testing	13
Lab. Assistant - Ant. Ster. Testing	8
Helper - Ant. Ster. Testing	6
General Worker C.Process	3A

Clerical Production

Clerk Typist-Sterility Testing	8

Ointment Manufacturing - Production

Job Classification	Labor Grade
Pharmacist Manufacturing	15
Ointment Compounder	10
General Worker A Process	5A

Clerical Production

Clerk Typist - Ointment	10

Display - Production

Display Maker	13
Display Maker's Helper	8
Assembler - Display	4

Promotional Mailing - Production

General Worker - Promotional Mailing	4A

Sample and Literature - Production

Groupleader Sample & Literature	12
Checker - Sample & Literature	6A
General Worker - Sample & Literature	5A
P.P. Clerk - Sample & Literature	4
Packer - Sample & Literature	4A

Clerical Production

Clerk - Sample & Literature	9

Warehouse Office - Production

Checker - Warehouse Emergency	11
Clerk - Inventory & Sales Records	8
Order Selector Emergency Stock	5A

Clerical Production

Clerk Replacement Control	17
Clerk Order Amplifier Whse.	13
Clerk - Back Orders	11
Clerk - Order Records Whse.	10

Warehouse Domestic - Production

Groupleader Bio. Warehouse	14
Groupleader Checker Dom. Whse.	12
Groupleader Packed Units	12
Groupleader Shelf Stock Domestic	11
Groupleader Freight Packers	10
Narcotic Checker	10
Checker - Packed Units	9
Checker - Bio. Products Domestic	9
Checker - Pharm. Dom. & Parcel Post	9
Groupleader - Whse. Refinishing	8
Stockman - Warehouse	7
Checker Refinisher Warehouse	6
Packer Freight	5A
Stockman & Order Selector - Bio. Whse.	5A
Scaleman - Freight & Express	5A
Stockman Order Selector - Pharm.	5A
Stockman A - Packed Units	5A
Refinisher Warehouse	4
Serviceman Domestic Whse.	3A

Traffic & Shipping - Production

Shipper	12
Groupleader - Packed Units	12
Checker Packed Units	9
Checker Shipping	9
Ford Truck Operator	7
General Worker Heavy Utility	5A
Porter	2A

Clerical Production

Clerk - Bill of Lading - Traffic & Shipping	8

Warehouse Export - Production

Groupleader Export Warehouse	15
Checker - Export Whse.	9
Checker - Export Parcel Post	9
Biological Checker Export	9
Warehouse Market Export	7
Packer Freight	5A
General Worker Heavy Utility	5A
Packer Export Parcel Post	5A
Stockman Order Selector Export	5A
Refinisher - Warehouse	4

Warehouse Export - Clerical Production

Clerk - Export Shipping	12

Crystoids - Production

Groupleader - S.E.C.	11
Moulder A - S.E.C.	6A
Moulder B - S.E.C.	5
Helper - S.E.C.	4

Office Management - Production

Porter	2A

Production Control - Clerical Production

Material & Supply Control Clerk	18
Export Order Coordinator	18
Clerk Planning Production Control	16
Clerk Scheduling Production Control	16
Expeditor - Production	15
Steno. - Production Control	13
Special Clerk - Production Control	12
Clerk - Chemical and Crude Drug	12
Clerk Typist - Planning	11
Clerk - Supply Card Production Control	11
Clerk - General Records	11
Clerk - Product Cards - Prod. Control	10
Clerk - Order Records Warehouse	10
Clerk - Fluid Line Summary	9
Lampson Tube Operator - Clerk	5

Maintenance & Repairs - Production

Groupleader Machinist	18
Groupleader Electrician	18
Groupleader Millwright	18

Groupleader - Pipe & Steam Fitter	18
Groupleader Carpenter	18
Groupleader Painter	16
Machinist	14
Machinist Inspector	14
Auto Mechanic Machinist	14
Electrician	14
Sheet Metal Worker	14
Millwright	14
Pipe Fitter Plumber	14
Carpenter	14
General Mechanic (Temporary)	12
Painter	13
Carpenter Trainee	10
Trainee Pipefitter & Plumber	10
Trainee - Auto Mechanic Machinist	10
Trainee - Millwright	10
Trainee Electrician	10
Tool Room Attendant	8
Tradesman's Helper	8

Clerical Production

Clerk - Maintenance Phila.	16
Clerk File - Maintenance	5

Analytical - Production

Chemists Analytical Senior	18
Chemist - Vitamin Assayist	16
Pharmacist Checking Analytical	14
Junior Analytical Chemist	13
Inspector - Tablets & Capsules	11
Technician A - Analytical	10
Technician B - Analytical	9
Helper Heavy Analytical	5A
Helper-Analytical	5
Glassware Washer - Light	3
Porter	2A

Clerical Production

Clerk Steno. - Analytical	10

Formula - Clerical Production

Pharmacist Formula	16
Clerk Typist - Formula	7
Clerk - Dup. Mach. Oper. Formula	6

Label and Narcotic Control - Clerical Production

Supervisor Label Control	18
Clerk Narcotics	16
Clerk Stenographer - L & N Control	12
Clerk - Printing Orders - Label Control	9
General Clerk - Label Control	7
Clerk Typist - Label & Narcotic Control	7
Clerk Files - Label & Narcotic Control	6

Package Specifications - Production

Sorter - Supplies	3
Inspector Pkg. Specs.	7
Sample Selector - Pkg. Spec.	2A

Clerical Production

Clerk - Specification	18
Steno. Clerk - Package Specifications	10

Receiving and Salvage - Production

Groupleader - Salvage & Receiving	9
Groupleader Receiving	10
Receiving Clerk	8
Groupleader - Internal Traffic	8
Receiving Checker	7
Ford Truck Operator	7
Stockman B - General Stock	6A
Checker and Refinisher	6
Elevator Operator A Freight	5A
General Worker - Heavy Utility	5A
General Worker - Salvage & Receiving	4A
Stockman A Packed Units	5A
General Clerk - Receiving	8
Typist - Receiving & Salvage	5

Chemical Stock - Production

Pharmacist Checking	15
Weigher & Stock Puller	9
Checker - Chemical Stock	6A
General Worker - Heavy Utility	5A

General Stock - Production

Groupleader - General Stock	13
Stockman A - General Stock	8
Groupleader Bottle Stockman	8
Ford Truck Operator	7
Stockman B - General Stock	6A
General Worker - Heavy Utility	5A
Stockman C - General Stock	4A
Glassware Washer - General Stock	4
Porter	2A

Printing - Production

General Worker Printing	4A
Porter	2A

Clerical - Production

Typist-Clerk Printing	5

Label Bureau - Production

Groupleader - Label Bureau	9
Label Supply Clerk	5
Label Stenciler	5
Stockman - Label Bureau	4A
Machine Oper. Label Coding	3

Clerical - Production

Clerk - Printing Supplies	10
Clerk - Label Bureau	9

Engineering Office - Production

Machinist - Gadget Maker	17
Air Conditioning & Refrigeration Mechanic	14
Stationary Engineer	14
General Worker B Power	5A

Service - Production

Groupleader - Building Services	18
Custodian	10
Handyman	9
Window Cleaner	8
Groupleader Porter	7
Watchman B	6A
Fireman - Coal Passer	6A
Gate Guard	5A
General Worker-Heavy Whse. & Service	4A
Elevator Operator - Passenger	3
Cleaner - Light	2
Matron	2
Porter	2A

Supply and Salvage - Production

Groupleader Biological Supply	13
Sterilizer Operator Biological	8
Stockman Biological Supply	7
Groupleader - Supply & Salvage	6
General Worker Biological	4A
Equipment & Glassware Washer	4A
Helper - Supply & Salvage	3
General Worker C Process	3A
Packer Glassware & Rubber	3

Fluid Bulk Stock - Production

Pharmacist checking	15
Weigher Fluid Bulk	7
General Worker A Process	5A

Suppository and S.E. Caps. Finishing - Production

Finisher - Pharmaceutical	4

Sucret Finishing - Production

Set-up Maintenance Mechanic - Sucret	12
Helper - Sucret Finishing	5
Packer - Sucret	4
Machine Operator Sucret Cellophane	4
Machine Operator Sucret Finishing	4
Porter	2A

Label Checking - Production

Groupleader - Pharm. Label Checking	8
Control Inspector "A"	7

Internal Audit - Production

Inventory Clerk (Whse.)	10

Ointment Finishing - Production

Pharmacist Manufacturing	15
Set-up Mechanic - Ointment Finishing	10
Groupleader - Ointment Finishing	10

Machine Operator - Ointment Finishing	5
General Worker B Process	4A
Finisher - Pharmaceutical	4
Porter	2A

Hypodermic Finishing - Production

Groupleader - Hypo. Finishing	11
Finisher - Pharmaceutical	4
General Worker C Process	3A

Bacterial Vaccine - Production

Technician - Lab Reagents	14
Technician - Blackleg & Anthrax	14
Lab. Ass't. A - Bact. Vaccine - Mass Culture	13
Lab. Ass't. A - Bact. Vaccine	10
Lab. Ass't. - Aerobic Toxin	10
Lab. Ass't. - Tyrothricin	10
Lab. Ass't. - B - Mass Culture	10
General Worker - Blackleg & Anthrax	9
Lab. Ass't. - Tetanus	8
Lab. Ass't. B - Bact. Vaccine - Mass Culture	8
Lab. Ass't. A. - Serum Treatment	8
Lab. Ass't. - Bact. Extract	7
General Worker - Immune Globulin	7
General Worker C. Bact. Vaccine Supplies	4A
Porter	2A

Clerical - Production

Stenographer - Technician	16

Culture Media - Production

Groupleader Culture Media	14
Technician Culture Media	11
Sterilizer Oper. Biological	8
Butcher	7
General Worker - Culture Media	5A
Filler - Culture Media	5
Porter	2A

Mouse Breeding - Production

Mouse Breeder	8
General Worker - Mouse Breeding	6A
Helper - Mouse Breeding	4A

Lyovac Concentration - Production

Groupleader Plasma & Bulk	15
Groupleader - Filling & Stoppering Operator	13
Technician Lyo - Plasma & Bulk	11
Technician - Plasma & Bulk	10
Lab. Ass't. - Plasma & Bulk	9
Lab. Ass't. - Lyovac	8
Lab. Ass't. - Plasma & Lyovac	8
Filler - Lyovac Concentration	6
Stoppering & Sealing Operator	5
General Worker Lyovac	4A
Porter	2A
Technician 2nd Shift, Plasma & Lyovac	11
Technician Plasma Drawing Off	10
Plasma Drawing Off Operator	7

Small Animals - Production

Groupleader - Small Animals	11
Small Animal Worker	3A

Standardization - Production

Groupleader Standardization	16
Technician A Standardization	14
Technician C	11
Lab. Assistant A - Virus Std.	10
Laboratory Assistant	10
Lab. Assistant A - Plasma Std.	9
Lab Assistant A - Standardization	9
Lab. Assistant B - Plasma Std.	8
Animal Worker A	5A
Animal Worker - Porter	5A
Equipment & Glassware Washer	3

Standardization - Clerical Production

Clerk Stenographer - Standardization	9

Veterinary - Production

Bleeder & Injector A	9
Lab. Assistant - Veterinary	9
Stableman - General	5A

Virus Unit - Production

Groupleader - Virus Unit	15
Lab. Assistant - Virus Unit	11
Lab. Assistant - Virus Prod.	10
General Worker - Virus Unit	6A

Bacteriological Research - Production

Technician - Bacteriological Research	16
Technician B - Bacteriological Research	14
Lab. Assistant - Bact. Research (Temporary)	8
General Worker	6A
Helper - Bacteriological Research	4

Biochemical Research

Lab. Assistant A - Biochemical Res.	14
Lab. Assistant B - Biochemical Res.	12
Lab. Assistant - Biochemical Res.	8
Lab. Assistant C - Biochemical Res.	7
Helper - Biochemical Res.	3

Immunochemistry - Production

Technician A - Immunochemistry	14
Technician B - Immunochemistry	13
Lab. Assistant - Immunochemistry	8

Organic Chemical Research - Production

Technician - Organic Chemical Research	14
Lab. Assistant - Organic Chemical Research	9
General Worker - Organic Chemical Research	6A

Pharmaceutical Research - Production

Technician B - Pharm. Research	14
General Worker - Pharm. Research	6A
Helper - Pharm. Research	6
Equipment and Glassware Washer	3

Pharmacological Research - Production

Technician A - Pharmacological Research	14
Technician B - Pharmacological Research	11
Helper - Pharmacological Research	3
Small Animal Worker	3A

Virus Research - Production

Technician Specialist Virus Research	16
Technician A - Virus Research	14
Lab. Assistant B - Virus Research	12
Animal Worker B	4A
Helper - Virus Research	3

Medical Research Office - Production

General Worker Medical Research Office	4A
Porter	2A

Biochemical Control - Production

Chemist Biochemical Control	14
Technician Biochemical Control	14
Lab. Assistant - Biochemical Control	10
Helper - Biochemical Control	7
General Worker - Biochemical Control	6A

Receiving & Stock - Production

Stock & Receiving Clerk	7

Clerical Production

Clerk Typist - Glenolden Receiving	8

Supervision - Production

Groupleader Shipping Platform	9
General Worker - Shipping & Receiving	4A
Porter	2A

Supervision - Clerical Production

Steno. Supervision Glenolden	14
Clerk - Bio. Production	11
Clerk - Bio. Bulk Control	9
Stenographer Clerk	8

Supply - Glenolden - Production

Glassware Worker A Sterile Glass	8
General Worker Supply	6A
Gen. Worker A - Supply & Equipment	6A
Sterilizer Operator Supply	6A
Gen. Worker - Shipping & Rec. Supply	5A
Platform Worker - Glenolden Supply	4A
Equipment & Glassware Washer	4A
Equipment Washer - Supply	4
Glassware Worker B Sterile Glass	3

Bleeding Outfit Assembly - Production

Groupleader - Plasma Bleeding Assembly	12
Shipper - S & D Outfits	6A
Equip. Washer & Pooling Mach. Assembler	5
Washer - Blood Collecting Machines - Bleeding Assembly	4
Needle Sharpener	4
Reassembler - Bleeding Outfits	4
Equipment & Glassware Washer	4A
Inspector & Assembler	4

Service - Production

Groupleader Grounds Transportation	15
Custodian Night Glenolden	11
Custodian Day Glenolden	9
Transportation Expeditor - Tool Room Attendant	9
Groupleader - Porter	7
Patrolman Guard	6A
Matron A	5
Groundsman	5A
Porter	2A
Matron	2
Groupleader Laundry	12
Checker Laundry	4
Laundry Washer	4A
Presser Laundry	3
Seamstress	3

Power - Production

Stationary Engineer	14
Fireman Coal Passer	6A

Mechanical - Production

Groupleader-Machinist-Millwright-Pipefitter	18
Groupleader Electrician	18
Groupleader Carpenter	18
Machinist	14
Electrician	14
Sheet Metal Worker	14
Millwright	14
Pipefitter and Plumber	14
Carpenter	14
Air conditioning and Refrigeration Mechanic	14
Machinist Inspector	14
Painter	13
Tradesman's Helper	8

Clerical Production

Clerk-Maintenance Glenolden	18

Stock Culture - Production

Lab. Assistant Stock Culture	9
Lab. Assistant Bulk Sterility Testing	8
Helper - Bulk Sterility Testing	6
General Worker - Sterility Testing	3A

Virus Vaccine - Production

Groupleader - Virus Vaccine	15
Technician - Virus Vaccine	11
Lab. Technician - Finisher	11
Lab. Assistant Serology	9
Lab. Assistant Injector	9
Lab. Assistant Harvester	9
General Worker - Virus Vaccine	3A

Clerical Production

Typist Clerk - Virus Vaccine	7

Hexyl. Crystalization - Production

Chemical Operator - Hexyl.	12
Chemical Operator - Synthetic Chem.	11
General Worker - Synthetic Chem.	8

Farm - Production

Groupleader - Farmhand	8
Farmhand	4A

COMPANY: Confidential

UNION: Gas, Coke and Chemical Workers--CIO

LOCATION Great Lakes

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None allowed; 1-yr. agmt.

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

PLANT A MALE

Labor grade 1	$1.245
Labor grade 2	1.285
Labor grade 3	1.325
Labor grade 4	1.365
Labor grade 5	1.405
Labor grade 6	1.445
Labor grade 7	1.485
Labor grade 8	1.525
Labor grade 9	1.565
Labor grade 10	1.615
Labor grade 11	1.675
Labor grade 12	1.735
Labor grade 13	1.795
Labor grade 14	1.855

FEMALE

Labor grade 1	1.075
Labor grade 2	1.075
Labor grade 3	1.095
Labor grade 4	1.115
Labor grade 5	1.145
Labor grade 6	1.175

PLANT B MALE

Labor grade 1	1.235
Labor grade 2	1.275
Labor grade 3	1.315
Labor grade 4	1.355
Labor grade 5	1.395

FEMALE

Labor grade 1	1.075
Labor grade 2	1.075
Labor grade 3	1.095
Labor grade 4	1.115

COMPANY: Young Radiator Co.

UNION: Auto Workers--CIO

LOCATION: Racine, Wisc.

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

Note: All piece workers are paid an hourly bonus of 34¢, in addition to their earnings under the timing rates listed below.

Rates in Effect in RECEIVING ROOM

Dept. 100

	HOURLY DAY WORK RATE RANGE
Receiving Clerks (Dock Hands)	$1.06½ to $1.11½
Receiving Room Checkers	1.06½ to 1.21½
Receiving & Stock Clerks (Copper)	1.06½ to 1.21½
Truck Driver (Outside)	1.06½ to 1.21½
Tractor Driver	1.06½ to 1.16½
Tow Motor Driver	1.06½ to 1.16½

Rates in Effect in TRUCKING DEPARTMENT

Dept. 101T

	HOURLY DAY WORK RATE RANGE
Truckers (Departmental - Plantwide)	$0.99 to $1.06½

"After giving effect to the general increase of eighteen and one-half cents (18½c) plus eight cents (8c) per hour, the new plant minimum entrance rate for common labor shall be ninety-nine cents (99c) per hour with an automatic progression to one dollar and one and one-half cents ($1.01½) per hour at the end of the first thirty (30) days of employment. One dollar and four cents ($1.04) per hour at the end of sixty (60) days and one dollar and six and one-half cents ($1.06½) per hour at the end of ninety (90) days."

Elevator Operators	$1.04 to $1.11½
Lead Man - South Elevator	$1.04 to $1.11½

Rates in Effect in STOCKROOM

Dept. 103

	TIMING RATE	HOURLY DAY WORK RATE RANGE
Shear Operator (Heavy Shear)	$0.85	
Saw Operator (Hack)	.81	
Shear Operator	.81	
Chief Storekeeper (Rough & Finished Parts)		$1.06½ to $1.21½
Stock Clerks		1.01½ to 1.16½
Acid Man & Department Servicer		1.06½ to 1.21½

Rates in Effect in FIN PRESS DEPARTMENT

Dept. 107

	TIMING RATE	HOURLY DAY WORK RATE RANGE
Fin Press Operators	$0.81	
Automatic Brass Cut-Off Press	.83	

Rates in Effect in HEAVY SHEET METAL DEPARTMENT

Dept. 108

	TIMING RATE	HOURLY DAY WORK RATE RANGE
Layout & Marker		$1.21½ to $1.42½
Radial Drill Operator	$0.83	
Strippit Punch (Brake Press)	.81	
Brake Press Operator	.81	
Punch Press Operator	.81	
Draw Press Operator (Toledo Press No. 322)	.84	
Arc Welders	.95	
Spotwelders	.81	
Rotary Shear Operator	.83	
Nibbler Operator	.83	
Drill Press Operator	.81	

Rates in Effect in TUBE TINNING DEPARTMENT

Dept. 110

	TIMING RATE	HOURLY DAY WORK RATE RANGE
Tube Tinning Operators	.81	
Burring Tubes	.81	
Sawing Tubes	.81	
"U" Bending Operation	.81	
Trim "U" Bends	.81	
Grinder (Hanchett)	.85	
Grinder (Besley)	.85	
Corking Tubes	.81	

Rates in Effect in ARC WELDING DEPARTMENT

Dept. 111

	TIMING RATE	HOURLY DAY WORK RATE RANGE
Electric Arc Welders	$0.95	
Grinders (Hand & Power)	.83	
General & Tank Straightening	.90 plus bonus	

Rates in Effect in JACKET WATER COOLER DEPT.

Dept. 114

	TIMING RATE	HOURLY DAY WORK RATE RANGE
Jacket Cooler Assembly	$0.82	
Testers (Cores)	.86 — $1.00 /hr. guarantee plus bonus	
Painter (Spray)	.85	
Drill Press Operator	.81	
Arc Welders	.95	
Tower Units - All erection & assembly operations	.87	
Painting (When done on erection)	.90	
Welding (When done on erection)	1.00	

Rates in Effect in BOLTING DEPARTMENT

Dept. 201

	TIMING RATE	HOURLY DAY WORK RATE RANGE
Stack Clerk		$1.06½ to $1.16½
Assemblers	$0.82	
Wash & Blow Degreasing Tank	.82	
Painting (Spray)	.85	
Straighten Fins	.74 guarantee plus bonus	
Clean Rust (Radiators)	.81	
Testers	.86 — $1.00 /hr. guarantee plus bonus	
Wash & Rinse (Radiators)	.82	

Rates in Effect in ROUGH CASTING INSPECTION DEPT.

Dept. 202

	TIMING RATE	HOURLY DAY WORK RATE RANGE
Testers (Unit Heaters & Convectors)	$0.86	
Testers (Rough Castings)		$1.11½ to $1.16½
Chippers		1.06½ to 1.11½
Grinders		1.06½ to 1.11½

Rates in Effect in MACHINE SHOP

Dept. 204

	TIMING RATE	HOURLY DAY WORK RATE RANGE
Radial Drill Operator (Hammond)	$0.83	
Radial Drill Operator (Western)	.83	
Spindle Drills (1, 2, & 3-Spindle)	.81	
Drill (Multiple)	.83	
Grinder (Bench)	.83	
Grinder (Disc)	.85	
Grinder (Stand)	.83	
Screw Machine	.86	
Lathe (Engine)	.86	
Lathe (Turret)	.86	
Milling Machine Operator	.85	
Tapping Machine Operator	.81	
Tool Crib Attendant		$1.06½ to $1.16½
Tool Grinder-A		1.16½ to 1.26½
Tool Grinder-B		1.06½ to 1.16½
Layout and Marker		1.21½ to 1.42½
Belt Grinder	.85	

Rates in Effect in MAINTENANCE DEPARTMENT

Dept. 206

	TIMING RATE	HOURLY DAY WORK RATE RANGE
Electrician		$1.28½ to $1.38½
Machine Repair		1.26½ to 1.41½
Millwright		1.24½ to 1.34½
Carpenter		1.21½ to 1.34½
Tinsmith		1.26½ to 1.41½
Pipe Fitter		1.26½ to 1.36½
Helper		1.06½ to 1.16½
Sweeper		.99 to 1.06½
Oiler		1.21½ to 1.31½
Painter (Brush & Spray)		1.11½ to 1.21½

Rates in Effect in PRODUCTION SOLDERING LINE DEPT

Dept. 211

	TIMING RATE	HOURLY DAY WORK RATE RANGE
Bake, Sq. & Saw Cores	$0.85	
Assembly (Fail & Header)	.81	
Torch Tube to Header	.86	
Torch Tanks	.86	
Assembly (Fold Top & Bottom Tank)	.86	
Induction Soldering	.86	
Induction Brazing	.92	
Sub-Assembly (Top tanks)	.81	
Assembly (Final-Radiators)	.86	
Pack Radiators	.81	
Test Radiators	.86	
Cut Soldering & Weld	.81	
Paint (Spray & Dip)	.85	
Braze	.92	
Solder Side Automatic	.86	
Wash Radiators	.82	
Electric Weld	.95	
Assembly Line- Y. A. C. & Westinghouse Units	.83	
Hand Wire Brushing-Portable	.81	
Machine Wire Brushing	.83	

Rates in Effect in MACHINE CONSTRUCTION DEPT.

Dept. 213

	TIMING RATE	HOURLY DAY WORK RATE RANGE
Machine Construction-A		$1.36½ to $1.46½
Machine Construction-B		.1.26½ to 1.34½
Machine Construction-C		1.16½ to 1.24½

Rates in Effect in CORE BAKE DEPARTMENT

Dept. 301

	TIMING RATE	HOURLY DAY WORK RATE RANGE
Saw Operator	$0.81	
Bake Oven Operator	.85	
Dip (Cores)	.81	
Assemble Headers & Open Tubes	.81	
Inspect & Repair (Cores & Sections)	.81	$1.25
Balling Machine Operator	.81	
Agitator Machine Operator	.81	

Rates in Effect in TEST & WELD DEPARTMENT

Dept. 302

	TIMING RATE	HOURLY DAY WORK RATE RANGE
Electric Welding	$0.95	
Gas Welding	.92	
Brazing	.92	
Soldering	.86	
Testers (Radiators, Cores & Sections)	.86 — $1.00 hr. guarantee plus bonus	
Washers (Coils)	.83	
Grinder (Stand & Wire Brushing)	.85	
Oiling (Heat Exchangers & Oil Coolers)	.83	
Assemblers (Square & Tack-Soldering Operation)	.86	
Spinning & Ferrule Driving	.82	
Wash & Boil (Core Sections)	.82	
Tinner	.81	
Dehydrate	.83	
Aluminum Welding	.95	

Rates in Effect in CORE ASSEMBLY DEPARTMENT

Dept. 305

	TIMING RATE	HOURLY DAY WORK RATE RANGE
Core Assembly	$0.80	
Pushing Agitators	.81	
A. C. Core Assembly	.81	
Heat Exchanger Assembly	.80	
Slitting Fins	.81	
Size Tubes & Agitators	.81	
Fin Press Operator	.81	

Rates in Effect in SHEET METAL DEPARTMENT

Dept. 306

	TIMING RATE	HOURLY DAY WORK RATE RANGE
Marking Operator	$0.80	
Notching Operator	.81	
Shear Operator	.81	
Punch Press (All Operations)	.81	
Spotwelding	.81	
Seam Welding	.85	
Brake (Hand Operation)	.83	
Brake Press (All Operations)	.81	
Sheet Metal Hand Work	.83	
Grinding (Electric Portable)	.83	

Rates in Effect in LABORATORY

Dept. 307

	TIMING RATE	HOURLY DAY WORK RATE RANGE
Laboratory Mechanic - A		$1.46½ to $1.56½
Laboratory Mechanic - B		1.34½ to 1.44½
Laboratory Mechanic - C		1.18½ to 1.32½
- Helper*		1.06½ to 1.16½

*Each 30 days, an increase of 2½c will be given until at 120 days the helper will receive $1.16½ top rate.

Rates in Effect in TOOL ROOM

Dept. 310

	TIMING RATE	HOURLY DAY WORK RATE RANGE
Tool & Die Makers		$1.54 to $1.61½
Toolmaker - A		1.44 to 1.53
Toolmaker - B		1.38½ to 1.43½
Machinist		1.33 to 1.43
Tool Repair & Machine Repair		1.26½ to 1.44
Tool Grinder - A		1.16½ to 1.26½
Tool Grinder - B		1.06½ to 1.16½
Tool Crib Attendant		1.06½ to 1.16½
Lathe Operator - A		1.39 to 1.49
Lathe Operator - B		1.26½ to 1.38½
Lathe Operator - C		1.16½ to 1.25½
Utility Man		1.06½ to 1.16½

Rates in Effect in SHIPPING DEPARTMENT

Dept. 401

	TIMING RATE	HOURLY DAY WORK RATE RANGE
Painter (Spray)	$0.85	
Crater (Carton & Wire-Bound Pack)	.81	
Crate Maker & Pack	.83	
Servicer		$1.06½ to $1.11½
Marker, Stenciler & Checker		1.16½ to 1.24½
Warehouse Man & Shipping		1.31½ to 1.41½

Rates in Effect in LAYOUT DEPARTMENT

Dept. 411

	TIMING RATE	HOURLY DAY WORK RATE RANGE
Layaut Man		
Sheet Metal Worker - A		$1.43 to $1.50½
Sheet Metal Worker - 8		1.34½ to 1.42
Pattern Selectar & Pattern Checker		1.11½ ta 1.25½

Rates in Effect in SOLDERING DEPARTMENT

Depts. 400 — 410 — 412

	TIMING RATE	HOURLY DAY WORK RATE RANGE
Bright Dip	$0.81	$1.25
Saldering	.86	
Solder Dip	.81	
Assembly (Heoder) & Open Tubes	.81	
Balting Rodiators to Shell	.82	
Riveting	.81	(1) - 1.26½
Testing	.86 — $1.00 | hr. plus Bonus	
Servicing		1.06½ to 1.11½
Wash Radiators	.82	
Fin Stroightener	.74 | hr. guorontee plus 8onus	

Rates in Effect in C. R. CORE ASSEMBLY DEPARTMENT

Dept. 405

	TIMING RATE	HOURLY DAY WORK RATE RANGE
Test	$0.86	
Fin Press Operatar & Helper	.81	
Assembly (Cores)	.80	
Balling Mochine Operatar	.81	
Casting Assembly & 8all	.81	
Plug	.81	
Assembly-care sides	.81	

Rates in Effect in C. R. — CONCEALED RADIATION

Dept. 407

	TIMING RATE	HOURLY DAY WORK RATE RANGE
Welding (Spot)	$0.81	
Press (Brake)	.81	
Punch Press Operator	.81	
Painter (Spray)	.85	
Assembly (Cares & Cabinets)	.83	
Wosh Cabinets	.82	
Riveter	.81	
Drill	.81	
Pack (In Cartons)	.81	
Servicer		$1.06½ ta $1.11½

Rates in Effect in TUBE MILL DEPARTMENT

Dept. 413

	TIMING RATE	HOURLY DAY WORK RATE RANGE
Tube Mill Operatar		$1.36½ ta $1.56½
Tinning Machine Operator		1.26½ to 1.36½
Saw Operatars (Tubes)	$0.81	
Grinders (Tubes)	.81	
Shear Operatar (light)	.81	

Rates in Effect in UNIT HEATER DEPARTMENT

Dept. 417

	TIMING RATE	HOURLY DAY WORK RATE RANGE
Assembly (Tanks ta Cavers)	$0.82	
Assembly (Plugs)	.82	
Assembly (Core to Casings)	.82	
Assembly (Matars ta Units)	.82	
Painter (Spray)	.85	
8alling Cares	.81	
Crate — Wire-baund & Cartons	.81	
Marker, Stenciling, & Checker		$1.16½ ta $1.24½
Clerk (Stack)		1.06½ ta 1.16½
Moke Crotes & Pack	.83	

Rates in Effect in INSPECTION DEPARTMENT

Dept. 500

	TIMING RATE	HOURLY DAY WORK RATE RANGE
Flaar Inspectian		$1.28 ta $1.51½
Bench Inspectian		1.16½ to 1.26½
Salvage Mon		1.11½ ta 1.16½

COMPANY: Seeger Refrigerator Co.

UNION: Electrical Workers--CIO

LOCATION: Evansville, Ind.

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; agmt. expires April 1948

Shift Bonus: 10% on night shift

DAY WORK RATES

Job Name	Class	Start	8 Wks.	16 Wks.
Tool Maker	I	1.58	1.65	1.72
Model Maker-Units	I	1.58	1.65	1.72
Machinist-Maintenance	I	1.51	1.58	1.64
Model Maker-Cabinets	I	1.51	1.58	1.64
Inspector-Tools and Gauges	I	1.51	1.58	1.64
Tool Maker	II	1.51	1.58	1.64
Tool Trouble Man		1.51	1.58	1.64
Model Maker-Units	II	1.51	1.58	1.64
Head Operator-Tool & Gauge Inspection		1.51	1.58	1.64
Heat Treater-Tool Room	I	1.43	1.50	1.56
Machinist-Maintenance	II	1.43	1.50	1.56
Model Maker-Cabinets	II	1.43	1.50	1.56
Sheet Metal Worker-Maintenance	I	1.43	1.50	1.56
Inspector-Tools and Gauges	II	1.43	1.50	1.56
Tool Maker	III	1.43	1.50	1.56
Grinder-Tool Room	I	1.43	1.50	1.56
Model Maker-Units	III	1.43	1.50	1.56
Machine Operator-Unit Model Shop	I	1.43	1.50	1.56
Grinder-Unit Model Shop	I	1.43	1.50	1.56
Head Operator-Tool Grinding		1.43	1.50	1.56
Carpenter-Maintenance	I	1.36	1.42	1.48
Electrician-Maintenance (Bench)		1.36	1.42	1.48
Electrician-Maintenance	I	1.36	1.42	1.48
Electrician-Maintenance (Motor Repair)		1.36	1.42	1.48
Repairman-Electric Recorders		1.36	1.42	1.48
Heat Treater-Tool Room	II	1.36	1.42	1.48
Unit Dehydration & Charging Specialist		1.36	1.42	1.48
Millwright-Maintenance	I	1.36	1.42	1.48
Painter-Maintenance	I	1.36	1.42	1.48
Sheet Metal Worker-Maintenance	II	1.36	1.42	1.48
Tool Grinder	I	1.36	1.42	1.48
Jig Borer		1.36	1.42	1.48
Tool Room Machine Operator	I	1.36	1.42	1.48
Screw Machine Operator-Automatic	I	1.36	1.42	1.48
Maintenance Man-Welders		1.36	1.42	1.48
Mechanic-Auto. (Garage Attendant)		1.29	1.35	1.40
Inspector-Production Gauges		1.29	1.35	1.40
Tool Maker	IV	1.29	1.35	1.40
Tool Grinder	II	1.29	1.35	1.40
Repair Man-Dies		1.29	1.35	1.40
Model Maker-Units	IV	1.29	1.35	1.40
Machine Operator-Unit Model Shop	II	1.29	1.35	1.40
Setup Man-Machine Shop		1.29	1.35	1.40
Head Operator-Hermetic Unit Repair		1.29	1.35	1.40
Maintenance Man-Machine (Prod.)		1.29	1.35	1.40
Control Man-Air Conditioning		1.29	1.35	1.40
Setup Man-Evaporator Assembly		1.29	1.35	1.40
Head Operator-Liner Group		1.29	1.35	1.40
Head Operator-Metal Finishing		1.29	1.35	1.40
Head Operator-Steam Equipment Maint.		1.29	1.35	1.40
Carpenter-Maintenance	II	1.22	1.27	1.32
Receiving or Shipping Clerk		1.22	1.27	1.32
Electrician-Maintenance	II	1.22	1.27	1.32
Maintenance Man-Steam Equipment		1.22	1.27	1.32
Millwright-Maintenance	II	1.22	1.27	1.32
Painter-Maintenance	II	1.22	1.27	1.32
Grinder-Tool Room	II	1.22	1.27	1.32
Grinder-Blanchard (Salvage Parts)		1.22	1.27	1.32
Setup Man-Punch Press		1.22	1.27	1.32
Tool Follow-up Man		1.22	1.27	1.32
Grinder-Unit Model Shop	II	1.22	1.27	1.32
Tool and Supplies Keeper		1.22	1.27	1.32
Warehouseman-Crown or Regal		1.22	1.27	1.32
Order Dispatcher-C.P.D.		1.22	1.27	1.32
Storekeeper		1.22	1.27	1.32
Control Man-Cleaning and Plating		1.22	1.27	1.32
Grinder-External (Centerless)		1.22	1.27	1.32
Relief Operator-Service Parts Assembly		1.22	1.27	1.32
Hypro-Lapping Machine Operator		1.22	1.27	1.32
Grinder-Surface (Hanchett)		1.22	1.27	1.32
Screw Machine Operator-Automatic	II	1.22	1.27	1.32
Atmospheric Furnace Operator		1.22	1.27	1.32
Maintenance Man-Equip. (Prod. Dept.)		1.22	1.27	1.32
Inspector-Receiving and Disposition		1.22	1.27	1.32
Repairman-Units (City Service Calls)		1.22	1.27	1.32
Chucking Machine Oper.-Semi. Automatic		1.22	1.27	1.32
Grinder-External	I	1.22	1.27	1.32
Lathe Operator-Turret	I	1.22	1.27	1.32
Control Man-Porcelain Enamel		1.22	1.27	1.32
Repairman-Field Salvage Cabinets		1.22	1.27	1.32
Metal Finisher-Cabinets (Salvage)		1.22	1.27	1.32
Inspector-Press Department		1.22	1.27	1.32
Head Operator-Receiving Inspection		1.22	1.27	1.32
Setup Man-Cord, Screen & Tubing, Plt. 4		1.22	1.27	1.32
Head Operator-Machine Shop Inspection		1.22	1.27	1.32
Head Oiler		1.22	1.27	1.32
Head Operator-Paint Refinishing		1.22	1.27	1.32
Head Operator-Porcelain Production		1.22	1.27	1.32
Head Operator-Lid Assembly		1.22	1.27	1.32
Head Operator-Unit Assembly Inspection		1.22	1.27	1.32
Head Operator-Unit Dehydration		1.22	1.27	1.32

Crater & Car Bracer-Shipping		1.15	1.20	1.24
Crew Leader-Receiving or Shipping		1.15	1.20	1.24
Fireman-Heating Plant		1.15	1.20	1.24
Painter-Maintenance	III	1.15	1.20	1.24
Checker-Receiving		1.15	1.20	1.24
Rejected Goods Disposition Man		1.15	1.20	1.24
Sheet Metal Worker-Maintenance	III	1.15	1.20	1.24
Lapper-Hand (Tool Room)		1.15	1.20	1.24
Tool Room Machine Operator	II	1.15	1.20	1.24
Truck Driver-Outside		1.15	1.20	1.24
Tool Grinder	III	1.15	1.20	1.24
Gauge Keeper		1.15	1.20	1.24
Tester and Inspector-Motors		1.15	1.20	1.24
Inspector-Incoming Parts (General)		1.15	1.20	1.24
Tester-Units (Performance)		1.15	1.20	1.24
Relief Oper.-Cabinet Assembly Inspection		1.15	1.20	1.24
Grinder-Surface (Rotor Blades)		1.15	1.20	1.24
Relief Operator-Comp. Brazing & Welding		1.15	1.20	1.24
Relief Operator-Evaporator Assembly		1.15	1.20	1.24
Machine Operator-Unit Model Shop	III	1.15	1.20	1.24
Warehouseman-C.P.D.		1.15	1.20	1.24
Receiving & Shipping Clerk-C.P.D.		1.15	1.20	1.24
Stock Chaser		1.15	1.20	1.24
Punch Press Operator	I	1.15	1.20	1.24
Grinder-Rotor Slots		1.15	1.20	1.24
Boremetic Operator	I	1.15	1.20	1.24
Grinder-Surface (Blanchard)		1.15	1.20	1.24
Honing Machine Operator-(Barnes)		1.15	1.20	1.24
Lapping Machine Operator		1.15	1.20	1.24
Lathe Operator-Semi.-Automatic		1.15	1.20	1.24
Grinder-Internal		1.15	1.20	1.24
Instructor-Stator Winding		1.15	1.20	1.24
Relief Operator-Unit Assembly (Pre-Oven)		1.15	1.20	1.24
Repairman-Unit (Major)		1.15	1.20	1.24
Repairman-Evaporator (Service)		1.15	1.20	1.24
Repairman-Evaporator & Shelves		1.15	1.20	1.24
Inspector-Rejected Compressors or Units		1.15	1.20	1.24
Drilling Machine Oper.-Semi.-Automatic	I	1.15	1.20	1.24
Control Man-Bullard Dunn		1.15	1.20	1.24
Inspector-Floor		1.15	1.20	1.24
Inspector-Incoming Units		1.15	1.20	1.24
Grinder-External	II	1.15	1.20	1.24
Lathe Operator-Turret	II	1.15	1.20	1.24
Metal Finisher-Cabinet		1.15	1.20	1.24
Control Man-Bonderizing		1.15	1.20	1.24
Head Spray Man		1.15	1.20	1.24
Welder-Flash		1.15	1.20	1.24
Welder-Seam (Liners)		1.15	1.20	1.24
Paint Mixer-Dulux		1.15	1.20	1.24
Setup Man-Tubing		1.15	1.20	1.24
Head Operator-Cabinet Assembly		1.15	1.20	1.24

Job Name		Start	4 Wks.
Helper-Trades		$1.07	$1.16
Electric Crane Operator		1.07	1.16
Oiler-Belt Man		1.07	1.16
Fireman and Watchman-Plant 6		1.07	1.16
Fireman and Watchman-Warehouse		1.07	1.16
Tender-Oxygen and Acetylene Lines		1.07	1.16
Truck Operator-Electric Lift		1.07	1.16
Tool Grinder	IV	1.07	1.16
Helper-Die Repair		1.07	1.16
Inspector-Units (Process and Final)		1.07	1.16
Inspector-Major Compressor Parts		1.07	1.16
Checker-Stockroom		1.07	1.16
Adjuster-Expansion Valve and Thermostat		1.07	1.16
Quality Control Checker		1.07	1.16
Relief Operator-Compressor Assembly		1.07	1.16
Shear Operator-Gate		1.07	1.16
Stock Room Attendant-Model Shop		1.07	1.16
Tool & Supplies Crib Assistant		1.07	1.16
Tool Control Man		1.07	1.16
Gauge Crib Attendant		1.07	1.16
Stock Selector-C.P.D.		1.07	1.16
Checker & Router-C.P.D. (Parcel Post)		1.07	1.16
Stock Selector-Productive Parts		1.07	1.16
Pickler-Cabinet Parts		1.07	1.16
Pickler-Unit Parts		1.07	1.16
Blade Fitter-Rigid Mounted Rotars		1.07	1.16
Grinder-Surface (Gardner)		1.07	1.16
Boremetic Operator	II	1.07	1.16
Drill Press Operator	I	1.07	1.16
Lathe Oper.-Semi-Automatic (Housings)		1.07	1.16
Honing Machine Operator-Slots		1.07	1.16
Milling Machine Operator	I	1.07	1.16
Loader & Gauger-Auto. Screw Machine		1.07	1.16
Die Caster-Armatures		1.07	1.16
Lathe Oper.-Stators & Armatures		1.07	1.16
Winder-Stators (Sulphur)		1.07	1.16
Control Man-Degreasers		1.07	1.16
Grinder-Blade Bottoms (Service)		1.07	1.16
Brazer-Gas Tight Joints (Approved)		1.07	1.16
Dehydrator-Units		1.07	1.16
Relief Operator-Final Unit Assembly		1.07	1.16
Relief Oper.-Unit Assembly (Pre-Test)		1.07	1.16
Charger-Units (Oil and Gas)		1.07	1.16
Repair Operator-Thermostats (Service)		1.07	1.16
Drilling Machine Oper.-Semi-Automatic	II	1.07	1.16
Superfinishing Machine Operator		1.07	1.16
Welder-Arc (Submerged)		1.07	1.16
Welder-Spot (Multiple)		1.07	1.16
Dehydrator-Compressors		1.07	1.16
Repairman-Units (Minor)		1.07	1.16
Welder-Seam (Evaporator)		1.07	1.16
Lathe Operator-Turret	III	1.07	1.16
Inspector-Painted or Porcelain Parts		1.07	1.16
Repairman-Assembly Tools		1.07	1.16
Mill Operator-Porcelain		1.07	1.16
Sprayer-Porcelain		1.07	1.16

Repairman-Porcelain Enamel		1.07	1.16
Ding Man & Sander-Painted Parts		1.07	1.16
Polisher & Grinder-Cabinet Welds		1.07	1.16
Painter-Sprayer (Dulux)		1.07	1.16
Repairman-Cabinets		1.07	1.16
Painter-Sprayer (Touch-up)		1.07	1.16
Inspector-Metal Finish		1.07	1.16
Inspector-Cabinet Assembly (Final)		1.07	1.16
Welder-Acetylene		1.07	1.16
Laborer-Maintenance		1.00	1.08
Laborer-Receiving & Shipping		1.00	1.08
Laborer-Tool Room		1.00	1.08
Helper-Disposition Room		1.00	1.08
Separator & Still Operator		1.00	1.08
Inspector-Counter (Receiving)		1.00	1.08
Inspector-Units (Before Dehydration)		1.00	1.08
Checker-Hermetic Compressor Parts (Service)		1.00	1.08
Inspector-Stators & Armatures		1.00	1.08
Checker-Dehydrating Ovens		1.00	1.08
Tester & Adjuster-Thermostats		1.00	1.08
Inspector-Service Parts (Visual)		1.00	1.08
Polisher-Hermetic Comp. Parts (Service)		1.00	1.08
Helper-Punch Press, Brake, Shear		1.00	1.08
Thread Rolling Machine Operator		1.00	1.08
Oil House Attendant		1.00	1.08
Packer-Service Parts		1.00	1.08
Stock Man-Productive		1.00	1.08
Cleaner-Painting & Bonderizing Equipment		1.00	1.08
Laborer-Pickle House		1.00	1.08
Plater-Electro Tin		1.00	1.08
Stripper-Paint		1.00	1.08
Tumblast Operator		1.00	1.08
Cleaner-Stainless Steel Evaporator		1.00	1.08
Dipper-Paint or Porcelain		1.00	1.08
Punch Press Operator	II	1.00	1.08
Welder-Spot		1.00	1.08
Blade Fitter-Length		1.00	1.08
Broaching Machine Operator-Rotors		1.00	1.08
Inspector-Rotor Slots (Final)		1.00	1.08
Broaching Machine Operator-Cylinders		1.00	1.08
Grinder-Blade Bottoms		1.00	1.08
Honer-Bench Machine (Slots)		1.00	1.08
Scrap Reclaim Man		1.00	1.08
Helper-Hanchett Grinder		1.00	1.08
Hydraulic Press Operator		1.00	1.08
Tapping Machine Operator		1.00	1.08
Drill Press Operator	II	1.00	1.08
Dehydrator-Stators & Armatures		1.00	1.08
Helper-Atmospheric Furnace		1.00	1.08
Dismantler & Cleaner-Stators & Armatures		1.00	1.08
Cleaning & Sorter-Armatures (Service)		1.00	1.08
Sorter-Thermostats (Service)		1.00	1.08
Dynamic Balancer-Armatures		1.00	1.08
Winder-Stators (Freon)		1.00	1.08
Repairman-Interplant Stators (Freon)		1.00	1.08
Solderer-Iron (Seal Assembly)		1.00	1.08
Brazer or Solderer		1.00	1.08
Helper-Unit Dehydration		1.00	1.08
Tester-Leaks (Units) (Service)		1.00	1.08
Painter-Sprayer (Unit & Unit Parts)		1.00	1.08
Assembler-Herm. Units Controls (Serv.)		1.00	1.08
Assembler-Compressor Fins (Service)		1.00	1.08
Cleaner & Dismantler-Units		1.00	1.08
Lathe Operator-Bench (Check Valve)		1.00	1.08
Repair Oper.-Expansion Valve (Service)		1.00	1.08
Helper-Evaporator Repair (Service)		1.00	1.08
Cleaner-Oil Lines		1.00	1.08
Assembler-Unit Accessories (Service)		1.00	1.08
Helper-Receiving Inspection		1.00	1.08
Assembler-Compressor (Adjuster)		1.00	1.08
Inspector-Compressor Adjustment		1.00	1.08
Welder-Arc (Tack Only)		1.00	1.08
Tester-Brinnel (Castings)		1.00	1.08
Milling Machine Operator (Oil Groove)		1.00	1.08
Dehydrator-Small Parts		1.00	1.08
Assembler-Armature Cores		1.00	1.08
Sandblast Operator		1.00	1.08
Ding Man-Porcelain Parts		1.00	1.08
Screener-Liners		1.00	1.08
Brusher & Duster-Porcelain		1.00	1.08
Driller-Hand (Cabinet Body)		1.00	1.08
Wheel Builder-Polishing Wheels		1.00	1.08
Helper-Paint Mixing		1.00	1.08
Inspector-Door Assembly		1.00	1.08
Grinder & Straightener-Liners		1.00	1.08
Assembler & Piercer-Cabinet Panels		1.00	1.08
Loader-Flash Welder		1.00	1.08
Cleaner & Straightener-Cabinet Body		1.00	1.08
Assembler-Cab. (Insulation, Sealing, Etc.)		1.00	1.08
Laborer-Black Paint Conveyor		1.00	1.08
Inspector-Liner Body Assembly		1.00	1.08
Brake Operator-Liners		1.00	1.08
Assembler-Sound Deadening (Cabinet)		1.00	1.08
Trucker-Insulation		1.00	1.08
Inspector-Small Parts		.93	1.00
Inspector-Housings		.93	1.00
Inspector-Evaporator (Visual)		.93	1.00
Tester-Electrical (Comp. Assembly)		.93	1.00
Tester-Rockwell (Routine)		.93	1.00
Tester-Leaks (Black Light)		.93	1.00
Matched Parts Handler		.93	1.00
Punch Press Operator-Bench		.93	1.00
Scrap Handler		.93	1.00
Milling Machine Operator-Hand		.93	1.00
Winder-Stator Coils		.93	1.00
Tester-Leaks (Submersion)		.93	1.00
Inspector-Rotor Slots (After Broach)		.93	1.00
Grinder or Cutter-Blades		.93	1.00
Assembler-Minor		.93	1.00
Tube Former-Fixture		.93	1.00
Laborer-Prod. (Misc.)		.93	1.00
Repair Oper.-Fans & Relays (Service)		.93	1.00
Tester-Leaks (Housings)		.93	1.00
Hardener-Tocco (Hermetic Rotors)		.93	1.00
Inspector-Compressor Parts (Visual)		.93	1.00
Polisher & Cleaner-Rotors		.93	1.00
Gauger-Rotors (For Boremaric)		.93	1.00
Superfinishing Mach. Oper. (Polish Only)		.93	1.00
Gauger & Sorter-Blades		.93	1.00
Selector-Blades		.93	1.00
Dismantler-Interplant Units		.93	1.00
Inspector-Cabinet (Minor)		.93	1.00
Helper-Porcelain Mill Room		.93	1.00
Beader & Wiper-Porcelain		.93	1.00
Sander-Cabinet Panels		.93	1.00

Crater-Cabinets	.93	1.00
Janitor-Sweeper	.93	1.00
Window Washer	.93	1.00
Tester-Leaks (Rear Heads)	.93	1.00
Packer-Service Parts (Pre-Packing)	.93	1.00
Crater-Units	.93	1.00

TOOLMAKER APPRENTICE RATES

1st 6 months	(4 Wks.)	$ .93
	(22 Wks.)	1.00
2d 6 months		1.05
3d 6 months		1.10
4th 6 months		1.15
5th 6 months		1.20
6th 6 months		1.25
7th 6 months		1.35
8th 6 months		1.45

COMPANY: Confidential (Stoves, Ranges)

UNION: Stove Mounters--AFL

LOCATION: Pacific

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: Automatic adjustment, quarterly, to percentage increases in BLS Consumers' Price Index for local area

Shift Bonus: 10% on night shifts

Note: An additional 22½¢ is added to the hourly earnings of each piece worker.

Conveyor Man & Furnace Take Off
Dipper
Inspector
Millman
Pickler
Sprayer, Booth & Conveyor
Stove Mounter
Driller
Shearman
Press Operator
Spot Welder
Arc & Acetylene Welder (Prodn.)
Japanner
Sand Blaster
Power Truck Driver
Maintenance Helper

Shipper's Helper & Stock Room Helper
Yard Truck Driver
Sub Assemblers

1st month, $1.05; next 2 months, $1.12½; next 3 months, $1.20; next 3 months, $1.25; next 3 months, $1.30; thereafter, $1.37½.

Dipper Helper
Millman Helper
Pickler Helper
Shearman Helper
Large Press Operator Helper

1st month, $1.05; next 2 months, $1.10; next 3 months, $1.15; next 3 months, $1.20; thereafter, $1.25.

General Workers
Janitors

1st month, $1.05; next 2 months, $1.10; next 3 months, $1.15; thereafter, $1.22½.

Combination Welder, $1.50.
Maintenance Men, $1.52½.
Layout Man, $1.52½.
Layout Man's Helper, $1.45.
White Metal Pattern Man, $1.52½.
Brushers & Wrappers (Women)

1st month, $1.00; 2nd and 3rd months, $1.05; next 3 months, $1.10; thereafter, $1.17½.

COMPANY: Rheem Mfg. Co.

UNION: Steelworkers--CIO

LOCATION: South Gate, Calif. (Los Angeles area)

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: June 1948

Shift Bonus: 5¢ on afternoon, 10¢ on night shift

Note: In addition to the rates listed below, each employee is to have 12½¢ added to his earnings for each hour worked.

CLASSIFICATION -- HEATER DEPARTMENT	RATE		
	Hire	30 Days	90 Days
Spot Welder Hood Cover & other small items	.86	.91	.96
Sub-Assembler Bottom; Pilot & Thermostat; Install bottom	.86	.91	.96
Touch-up Man	.91	.96	1.01
Crater	.91	.96	1.01
Line Assembler Insulate; Line assemble	.94	.99	1.06
Decal Labeler	.98	1.03	1.10
Grinder	.98	1.03	1.10
Machine Operator Roll; Seam; Bend; Crimp Jackets	.98	1.03	1.10
Final Assembler & Tester	1.03	1.08	1.15
Spray Painter, Finish	1.08	1.13	1.23
BOILER DEPARTMENT			
Washer - Heads	.91	.96	1.01
Tack Welder	.91	.96	1.01
Machine Operator, Medium Roll & Spud, Flues	.94	.99	1.06
Tester Immersion; Hydrostatic	.94	.99	1.06
Machine Operator, Heavy Tapper; Head Up	1.03	1.08	1.15
Botton & Flue Installer	1.03	1.08	1.18
Stitch Welder	1.03	1.08	1.18
Machine Seam Welder	1.03	1.08	1.18
Utility Man	1.08	1.13	1.23
Welder	1.23	1.28	1.38

CLASSIFICATION -- GENERAL PLANT	RATE		
	Hire	30 Days	90 Days
Laborer	.83	.88	.93
Paint Booth Man	.91	.96	1.01
Salvage Man	.94	.99	1.06
Guard	.94	.99	1.06
Tractor Operator	.94	.99	1.06
Carloader	.94	.99	1.06
Yard Utility Man	.94	.99	1.06
Platform Truck	.98	1.03	1.10
Tool Crib Attendant Tool Crib Clerk	.98	1.03	1.10
Warehouseman	.98	1.03	1.10
Paint Booth Maint. Man	1.03	1.08	1.15
Hook Tender	1.03	1.08	1.15
Paint Mixer	1.03	1.08	1.15
Dispatcher	1.08	1.13	1.23
Fork Truck Operator	1.13	1.18	1.28
Degreaser Operator	.98	1.03	1.10
THERMOSTAT DEPARTMENT			
Production Worker Assembly; Sub-Assembly; Assembly Line Equipment: Bench Mill; Horizontal Mill	.91	.96	1.01
Degreaser Degreaser; Tumbler	.91	.96	1.01
Drill Press Operator (Small Parts) Sawing; Burring	.91	.96	1.01
Production Bench Lathe Operator Bolt Threading	.94	.99	1.06
Drill Press Operator (Castings)	.94	.99	1.06
Power Burrer (Castings)	.94	.99	1.06
Punch Press Operator	.98	1.03	1.10
Production Mill Operator (Vertical)	.98	1.03	1.10
Production Lathe Operator	1.03	1.08	1.15
Utility Worker	1.03	1.08	1.15
Manual Solderer (Silver & Lead)	1.03	1.08	1.15
Screw Machine Helper	1.03	1.08	1.15
Rotary Multiple Drill Operator	1.03	1.08	1.15
Repairman	.98	1.03	1.10
Production Grinder	1.18	1.23	1.33
Set-up Man Automatic	1.33	1.43	1.53
Set-up Turret Lathe & Drill	1.18	1.23	1.33
FURNACE DEPARTMENT			
Sub-Assembler Pilot Tubing & Manifold; Roll, Bead & Crimp Collar; Key Liner; Lighter Door, etc.; Grilles	.86	.91	.96

FURNACE DEPARTMENT (Contd.)	RATE		
	Hire	30 Days	90 Days
Hand Trucker	.91	.96	1.01
Spot Welder	.91	.96	1.01
Jacket; Liner; Element & Roll in Collar			
Spray Painter, Rough	.91	.96	1.01
Crater	.91	.96	1.01
Buffer	.94	.99	1.06
Grinder	.98	1.03	1.10
Line Assembler	.98	1.03	1.10
Machine Welder - Carbon	1.03	1.08	1.15
Welder	1.23	1.28	1.38
MAINTENANCE DEPARTMENT			
Electrician's Helper	.94	.99	1.06
Maintenance Mechanic's Helper	.98	1.03	1.10
Painter, Maintenance	1.08	1.13	1.23
Carpenter, Rough	1.13	1.18	1.28
Maintenance Utility Man	1.13	1.18	1.28
Pipe Fitter	1.18	1.23	1.33
Carpenter, Finish	1.23	1.28	1.38
Layout & Sheet Metal Man	1.23	1.28	1.38
Welder	1.23	1.28	1.38
Maintenance Electrician	1.30	1.35	1.45
Electronic Electrician	1.35	1.40	1.50
Maintenance Mechanic	1.35	1.40	1.50
Automatic Screw Machine Repairman	1.41	1.46	1.56
EVAPORATIVE COOLER			
Roll Operator	.94	.99	1.06
Tack Welder	.98	1.03	1.10
Spotwelder-Hand Gun	.86	.91	.96
Spotwelder	.91	.96	1.01
Spray Painter, Rough	.94	.99	1.06
Blower Assembler	.91	.96	1.01
Spray Painter, Finish	1.08	1.13	1.23
Line Assembler	.98	1.03	1.10
Crater	.94	.99	1.06
Sub-Assembler	.91	.96	1.01
Spray Painter (Chromate)	.98	1.03	1.10
MACHINE SHOP			
Machinist's Helper	.94	.99	1.06
Drill Grinder	1.03	1.08	1.18
Machine Tool Operator	1.13	1.18	1.28
Machinist, General	1.30	1.35	1.45
Jig & Fixture Builder	1.35	1.40	1.50
Machinist Precision	1.41	1.46	1.56
Tool & Die Maker	1.51	1.56	1.66

CLASSIFICATION -- INSPECTION DEPARTMENT	RATE		
	Hire	30 Days	90 Days
Inspector, Thermostat	.98	1.03	1.10
Air Test (Heater)	.94	.99	1.06
Inspector, Line	1.03	1.08	1.18
Inspector, Receiving	1.03	1.08	1.18
Inspector, Fire Test	1.03	1.08	1.15
Inspector, Calibration	1.03	1.08	1.15
Inspector, Press	1.18	1.23	1.33
Inspector, Machine Parts	1.18	1.23	1.33
Inspector, Tooling	1.35	1.40	1.50
BARREL DEPARTMENT			
Machine Operator, Light Plugger; Helper; Rolls Operator; Wiper; Washer	.86	.91	.96
Machine Operator, Medium Swedger	.91	.96	1.01
Machine Operator, Heavy Stripper; Press Ring Curl; Lacal Press; Seamer, Single End; Double Seamer; Burr Operator; Press Flanges & Plugs; Flash Welder	.94	.99	1.06
Tester	.91	.96	1.01
Production Painter	.98	1.03	1.10
Welder	1.23	1.28	1.38
TANK DEPARTMENT			
Tester & Helper	1.03	1.08	1.15
Tank Assembler	1.08	1.13	1.23
Welder	1.23	1.28	1.38
Layout & Burner	1.23	1.28	1.38
Welder, Code	1.28	1.33	1.43
GALVANIZING DEPARTMENT			
Kettleman	1.08	1.13	1.23
Pickler	1.08	1.13	1.23
Sal Man	1.08	1.13	1.23
Shakeout	1.08	1.13	1.23
PRESS DEPARTMENT			
Press Operator Press Operator - Brake Operator - Shear Operator	1.03	1.08	1.18
Shear & Set-up Man	1.18	1.23	1.33
Die Setter Brake Set-up - Set Dies in Presses	1.18	1.23	1.33

COMPANY: Iron Fireman Mfg. Co.

UNION: Machinists

LOCATION: Portland, Ore.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; agmt expires April 1947

Hiring Rate: $1.00 min.; 5¢ increase for beginner each month until classification rate reached

Shift Bonus: 10% on 2nd and 3rd shift; in addition, 8 hrs. pay for 6½ hrs. work on 3rd shift

ENGINEERING EMPLOYEES: Minimum monthly rates.

GRADE I: RATE: $315.00 to $370.00

Engineer, Product Design

GRADE II: RATE: $285.00 to $315.00

Designer, Tool	Class A
Engineer, Experimental	Class A

GRADE III: RATE: $260.00 to $315.00

Engineer, Product Design	Class B

GRADE IV: RATE: $250.00 to $285.00

Designer, Tool	Class B
Engineer, Experimental	Class B

GRADE V: RATE: $210.00 to $250.00

Designer, Tool	Class C
Engineer, Experimental	Class C
Draftsman, Detail	

SHOP EMPLOYEES:

Foreman: 15 cents higher than any non-supervisory employee under his supervision.

Chief Inspector: 15 cents higher than any non-supervisory employee under his supervision.

Leadman: 5 cents higher than any non-supervisory worker in his department.

GRADE VI: RATE: $1.80 per hour

Tool and Die Maker

GRADE VII: RATE: $1.60 per hour

Utility Machinist and Setup Man
Tool Room Machinist, 1st Class
Inspector
Tool Grinder, 1st Class
Maintenance Mechanic, 1st Class
Maintenance Electrician, 1st Class
Sheet Metal Layout and Utility Man

GRADE VIII: RATE: $1.53 per hour

Arc & Gas Welder
Production Painter, 1st Class

GRADE IX: RATE: $1.50 per hour

Tool Room Machinist, 2nd Class
Tool Grinder, 2nd Class
Production Machinist
Sheet Metal Man, 1st Class

GRADE X: RATE: $1.43 per hour

Assembler, 1st Class
Heat Treat Operator

GRADE XI: RATE: $1.38 per hour

Machine Operator, 1st Class
Assembler, 2nd Class
Sheet Metal Man, 2nd Class
Rough Carpenter

GRADE XII: RATE: $1.32 per hour

Chip Disposal and Cutting Oil Man
Dispatch Clerk
Dispatch Trucker
Shipper, 1st Class

GRADE XIII: RATE: $1.28 per hour

Machine Operator, 2nd Class

GRADE XIV: RATE: $1.25 per hour

Tool Grinder, 3rd Class
Production Painter, 2nd Class
Shipper, 2nd Class
Maintenance Mechanic, 2nd Class
Maintenance Electrician, 2nd Class
Heat Treat Worker

GRADE XV: RATE: $1.20 per hour

Machine Operator, 3rd Class
Sheet Metal Man, 3rd Class
Tool Crib Attendant
Crater and Packer
Stock and Material Handler
Oiler
Washer Operator
Timekeeper
Burrer
Stock Trucker

GRADE XVI: RATE: $1.17 per hour

Assembler, 3rd Class

GRADE XVII: RATE: $1.12 per hour

Janitor and Watchman

COMPANY: Thermador Electrical Mfg. Co.
UNION: Metal Trades Council, Teamsters--AFL; Machinists
LOCATION: Los Angeles, Calif.
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: March 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 6¢ on 2nd shift, plus 8 hrs. pay for 7½ hrs. work; 6¢ on 3rd shift, plus 8 hrs. pay for 7 hrs. work

STOVE MOUNTERS UNION.

MEN

Starting Rate ---- $1.05 per hour
1st 60 days ---- 1.10 " "
90 days ---- 1.15 " "
End of 6 months training period ---- Rate or classification

WOMEN

Starting rate ---- $ .95¢ per hour
1st 60 days ---- 1.00 " "
90 days ---- 1.05 " "
End of 6 months training period ---- Rate or classification

Boys under 18 years

Starting Rate ---- $ .85¢ per hour
After 1 month ---- .90¢ " "

CLASSIFICATION "A"

Those engaged in the assembly of the following finished products of the following: (6 months experience minmum for the following classifications)

(1) Range Assembler

MEN ---- $1.30
WOMEN ---- $1.15

(2) Water Heater

MEN ---- $1.30

(3) Air Heater

MEN ---- $1.30
WOMEN ---- $1.15

(4) Sub-assemblers-Consisting of Elements, Thermostats, Range parts, Air Heater parts, Water Heater parts, etc.

MEN ---- $1.30
WOMEN ---- $1.15

(5) Centoon Sewing, etc.

WOMEN ---- $1.15 per hour

(6) Painters - Class I (6 months experience)

Class "A" Painter (Min. 3 years)

MEN ---- $1.50 per hour

Helpers - Class II
Class "B" Painter (Min. 1½ years)

MEN ---- $1.40 per hour
" ---- 6 months $1.30 per hour

Helpers ---- $1.20 per hour
Dippers ---- 1.25 " "
Degreaser after 1 year ---- $1.35 per hour

(7) All lead men 10% per hour more than rate received by employees under supervision.

CLASSIFICATION "B"

Those engaged in the operation of all types of simple machine tools. This includes punch press, drill press, shear, spotwelders, grinders, sheet metal tapping chucks, die setter.

(1) Small Press Operators

MEN ---- $1.35 per hour
WOMEN ---- $1.25 per hour

(2) Large Press Operators

MEN ---- $1.45 per hour
Helpers ---- $1.30 per hour

(3) Die Setters

MEN ---- $1.45 per hour

(4) Gas Welders ---- $1.45

(4A) Spotwelders, Flashweldors, Hydraulic Guns, Jigs, Seamweldors, Projection welders.

MEN
Class "A" ---- $1.35 per hour
Class "B "---- $1.25 per hour
Seam Welders ---- $1.40 per hour
WOMEN
Spotwelders and Projection welders ---- $1.20 per hour

(5) Power Shear

MEN
Class "A" ---- $1.45 per hour
Class "B" ---- 1.35 " "

(6) Solders

MEN
Class "A" ---- $1.36 per hour
Class "B" ---- 1.25 " "

(7) Inspectors

MEN ---- $1.20 to $1.40

(8) Sheet Metal Grinders

MEN ---- Using abrasives ---- $1.36 per hour
Buffer ---- $1.30 per hour

CLASSIFICATION "C"

Those engaged in all operations pertaining to TRANSFORMERS.

(1) Multiple and Single Coil Winders ---- $1.16 to $1.36
" " " " " " 2 years ---- $1.40
" " " " " " 3 " ---- $1.45
" " " " " " 4 " ---- $1.60

(2) Multiple Coil Winding Machine Operator ---- $1.16 to $1.35

(3) Transformer Assembler

MEN ---- $1.30 per hour
WOMEN ---- $1.15 per hour

Specialist

MEN ---- $1.30 to 1.40 per hour
WOMEN ---- $1.15 to $1.25 per hour

WAREHOUSEMENS' UNION

(TEAMSTERS--AFL)

CLASSIFICATION "C" - Employees shall be those not covered by the previous classifications. This includes the necessary work in connection with stockroom, receiving, shipping and maintenance.

(1) Working Foreman ---- $1.35 per hour

(2) Shipping & Receiving Clerk ---- $1.36 per hour

(3) Assistant Shipping & Receiving Clerk ---- $1.36 per hour

(4) Warehousemen, truckers, orders, wrapers, packers, etc. $1.25 per hour

(5) Warehousemen, Beginners 1st 30 days ---- $1.06 per hour
2nd 30 days ---- 1.10 " "
3rd 30 " ---- 1.16 " "
4th 30 " ---- 1.20 " "
6th 30 " ---- 1.25 " "

MACHINISTS LODGE 311

WAGE SCALE

TOOL & DIE

MEN ----$1.86 per hour

Journeyman Machinist)
Model Maker) ---- $1.75 per hour
Journeyman Carpenter)

Maintenance Electrician)
" " Machinist) ---- $1.62 per hour
" " Carpenter)

Specialist ----$1.50 per hour

Production Worker ---- $1.30 per hour

Minimum hiring rate for Production Worker ---- $1.06 per hour, with .06¢ increases each 30 days until $1.30 per hour is reached.

APPRENTICE RATES

TOOL & DIE

1st 6 mos. ---------- $ .96¢
2nd " " ---------- 1.05
3rd " " ---------- 1.11
4th " " ---------- 1.20
6th " " ---------- 1.29
6th " " ---------- 1.37
7th " " ---------- 1.53
8th " " ---------- 1.68

.52% 1st 6 mos.
.565 2nd " "
.50 3rd " "
.55 4th " "
.695 5th " "
.74 6th " "
.825 7th " "
.91 8th " "

COMPANY: Rheem Mfg. Co.

UNION: Steelworkers--CIO

LOCATION: Sparrows Point, Md.

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Grade	Job Classification	Rate Range
21	Assembler (Light)	.96—1.06
	Crater	
	Janitor (Plant)	
	Laborer	
	Matron	
	Mechanic's Helper	
	Packer	
	Punch Press Helper	
22	Drill Press Operator (Light)	1.01—1.12
	Tool Crib Attendant	
23	Materials Handler	1.06—1.18
	Paint Sprayer B (Hand)	
	Punch Press Operator (Heavy)	
	Punch Press Operator (Light)	
	Spot Weld Assembler	
	Utility Worker B	
24	Degreaser	1.12—1.24
	Die Setter C	
	Heavy Tapping Machine Operator	
	Inspector B	
	Insulator (Hand)	
	Machine Welder (Boiler Dept.)	
	Machine Operator B	
	Pilot and Thermostat Tester	
	Punch Press Operator and Die Setter	
	Tester	
	Utility Worker A	
25	Arc Welder B	1.17—1.30
	Chauffeur D	
	General Maintenance Mechanic C	
	Machine Operator A	
	Paint Sprayer A (Hand)	
	Pickler	
	Storekeeper	
26	Baler Operator	1.22—1.35
	Chauffeur C	
	Galvanizer	
	Lift Truck Operator	
	Machine Setter B	
	Oiler and Greaser B	
	Power Shears Operator	

Grade	Job Classification	Rate Range
27	Carpenter B Die Setter B General Maintenance Mechanic B Oiler and Greaser A Paint Mixer Painter (Rough) (Hand) Pipefitter B	1.27—1.41
28	Acetylene Welder Arc Welder A Barrel Head and Side Decorator Chauffeur B Heater Service and Utility Man Inspector A Machinist C	1.32—1.47
29	Bronze Electric Welder Chauffeur A Combination Welder Electrician B Machinist B	1.38—1.53
30	Blacksmith Carpenter A Die Setter A Die Tryout Man Maintenance Welder	1.43—1.59
31	Bench Hand-Template Maker Die Maker General Maintenance Mechanic A Machinist A Machine Setter A Pipefitter A Toolmaker	1.48—1.65
32	Electrician A Heat Treater Tool and Die Maker	1.53—1.71

Progression in the above grades as follows:

Grade	Progression
21	30 days 1.01; 60 days 1.06
22	30 days 1.07; 60 days 1.12
23	30 days 1.12; 60 days 1.18
24	30 days 1.18; 60 days 1.24
25	3 months 1.24; 6 months 1.30
26	3 months 1.29; 6 months 1.35
27	3 months 1.34; 6 months 1.41
28	3 months 1.40; 6 months 1.47
29	6 months 1.45; 12 months 1.53
30	6 months 1.51; 12 months 1.59
31	6 months 1.56; 12 months 1.65
32	6 months 1.62; 12 months 1.71

COMPANY: Eagle Foundry Co.

UNION: Machinists

LOCATION: Belleville, Ill.

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: At any time

Shift Bonus: 10% on 2nd and 3rd shift

Rates:

Tool and Die Maker	$1.90
Journeyman Machinist	1.75
Apprentice's Starting Rate (plus increase each 6 mos. equal to 1/8 the difference between starting rate and journeyman machinist rate)	.75

COMPANY: Confidential (Plumbing and Heating Products)

UNION: Office and Professional Workers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: May 1948

Shift Bonus: 5¢ on night shifts

CLASSIFICATION	RATE RANGE Minimum	Midpoint	Maximum	MINIMUM TO MIDPOINT MONTHS OF WORK REQUIRED
Janitress (5 hour day - 6 day week)	$30.50	$33.00	$35.50	9
Trainee	32.40	33.90	35.40	9
Typist I	34.40	37.40	40.40	9
Clerk II Billing Machine Operator I	35.40	38.90	42.40	9
Blueprint Machine Operator Timekeeper I Stenographer I Key Punch Operator	36.40	40.40	44.40	9
Telephone Operator Billing Machine Operator II Stenographer II	38.40	43.40	48.40	12
Production Clerk Comptometer Operator II Cost Clerk I	40.40	45.40	50.40	12 15 15
Timekeeper II	41.40	45.40	49.40	12
Shipping Clerk Accounting Clerk II	44.40	50.90	57.40	15
Senior Purchasing Clerk Cost Clerk II	45.40	52.90	60.40	15
Detailer I	49.40	53.90	58.40	15
Assistant to Chief Engineer	47.40	58.90	70.40	15
Detailer II	55.40	61.90	68.40	15
Tool Designer I	59.40	64.90	70.40	15

COMPANY: Confidential (Valves)

UNION: Steelworkers--CIO

LOCATION: Pacific

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; agmt. expires March 1948

Shift Bonus: 10% on 2nd, 15% on 3rd shift

Occupation Classification	Hire	End of 1st 60 days	End of 1st 90 days	End of 2nd 60 days	End of 2nd 90 days	End of 3rd 60 days	End of 3rd 90 days	End of 4th 60 days	End of 4th 90 days	End 5th 60 days	End 6th 60 days	Permanent
Tool Maker	1.98											1.98
Tool Room Machinist	1.79											1.79
Tool Room Machine Operator	1.28		1.37		1.44		1.55		1.65			1.65
Tool Crib Attendant	1.28											1.28
Jig Room Attendant	1.28	1.33		1.37								1.37
Tool Room Helper	1.28											1.28
Machinist	1.65											1.65
Boring Mill Operator	1.44	1.50		1.55		1.61						1.61
Vertical Turret Lathe Operator	1.44	1.50		1.55								1.55
Engine Lathe Operator A	1.28	1.33		1.39		1.44						1.44
Engine Lathe Operator B	1.28	1.33		1.37								1.37
Stub Lathe Operator	1.28	1.33		1.37		1.41						1.41
Turret Lathe Operator	1.28	1.33		1.39		1.44						1.44
Grinder Operator	1.28	1.33		1.39		1.44						1.44
Grinder Operator (Vertical)	1.44	1.50		1.55								1.55
Milling Machine Operator A	1.28	1.33		1.39		1.44						1.44
Milling Machine Operator B	1.28	1.33		1.37								1.37
Radial Drill Operator	1.28	1.33		1.39		1.44						1.44
Reaming Machine Operator	1.28	1.33		1.37								1.37
Multiple Drill Press Operator	1.28	1.33		1.37								1.37
Drill Press Operator A	1.28	1.33		1.37		1.41						1.41
Drill Press Operator B	1.28	1.33		1.37								1.37
Drill Press Operator C	1.28											1.28
Push Broach Operator	1.28											1.28
Pull Broach Operator	1.28	1.33		1.37								1.37
Studding Machine Operator	1.28											1.28
Lapping Machine Operator	1.28	1.33		1.37								1.37
Filer, Grinder, Washer	1.20	1.28										1.28
Machine Operator (Misc.)	1.28											1.28
Machine Operator (Utility)	1.44											1.44
Setup Man (Journeyman)	1.65		1.82									1.82
Setup Man (Utility Mach. Oper.)	1.44		1.59									1.59
Assembly Operator	1.28	1.33		1.37								1.37
Assembler	1.37	1.41		1.44		1.50		1.55		1.61	1.65	1.65
Valve Washer	1.20	1.28										1.28
Spray Painter	1.28	1.33		1.37								1.37
Name Plater	1.28	1.33		1.37								1.37
Inspector A	1.44		1.55		1.65							1.65
Inspector B	1.28	1.33		1.39		1.44						1.44
Bench Labor	1.20	1.28										1.28
Primary Tester	1.28	1.33		1.37								1.37
Sandblast Operator	1.28	1.33		1.39		1.44						1.44
Maintenance Mechanic A	1.79											1.79
Maintenance Mechanic B	1.44		1.50		1.55		1.61		1.65			1.65
Maintenance Mechanic's Helper	1.28											1.28
Oiler - Belt Service	1.28	1.33		1.37								1.37
Sweeper	1.14											1.14
Material Handler A	1.28											1.28
Material Handler B	1.20	1.28										1.28
Tester	1.28		1.33		1.39		1.44					1.44
Welder A	1.44		1.55		1.65							1.65
Welder B	1.28		1.33		1.39		1.44					1.44
Welder's Helper	1.28											1.28
Blacksmith	1.79											1.79
Blacksmith Second Class	1.28	1.33		1.37		1.41		1.44		1.50	1.55	1.55
Blacksmith's Helper	1.28											1.28
Cooker	1.28		1.33		1.39		1.44		1.50			1.50
Packer (Lubricant)	1.16											1.16
Grease Gun Operator	1.20	1.28										1.28
Leaderman (Service Dept.)	Group rate with 10% added											
Leaderman (Production)	Group rate with 10% added											

COMPANY: Confidential (Refrigeration Equipment)

UNION: Auto Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: At any time

Shift Bonus: 7½¢ on 2nd, 10¢ on 3rd shift

Class "A" Rate .91-.94-.96

Tester - Leak
Clerk - Tool Crib
Assembler
Cleaner - Part - Bench
Wrapper
Burrer
Janitress

Class "B" Rate .96-.99-1.01

Operator - Drill Press - Light
Operator - Milling - Light
Operator - Punch Press - Light
Operator - Sunnen Hone
Operator - Excello Machine
Operator - Screw Machine
Operator - Lapping Machine
Operator - Pantograph Machine
Solderer - Light
Operator - Arbor Press
Stenciler
Tube Cutter - Light
Operator - Tapper - Light
Degresser - Bench - Light
Sprayer - Paint - Small
Processor - Parts
Packer - Parts
Inspector -
Inspector -
Inspector -
Inspector -
Inspector -
Inspector -
Inspector - Receiving
Checker - Packing
Checker
Dispatcher
Inspector - Leak Test
Typist - Stock
Dipper - Enamel - Light

Class "E" Rate 1.01-1.04-1.06

Trucker
Laborer
Laborer - Yard
Watchman
Janitor
Operator - Rough Grind
Operator - Machine - Buffing
Fireman's Helper

Cleaner - Derusting
Cleaner - Parts - Service Repair
Assembler - Service Repair - Recondition
Tester - Receiver and Condenser
Tender - Oven
Operator - Coil Forming - Light
Operator - Cut and Flare Machine
Operator - Machine - "DD" Line
Timekeeper
Solderer - Silver - Light
Inspector - Checker

Class "F" Rate 1.06-1.09-1.11

Car Loader
Oiler
Boltman
Operator - Balancing Machine
Operator - Punch Press
Operator - Tapping Machine
Operator - Drill Press - Light
Solderer - Soft
Worker - Sheet Metal
Operator - Machine - Degreaser
Operator - Machine - Washer

Class "G" Rate 1.11-1.14-1.16

Assembler
Packer - Parts
Crater
Operator - Shot-blast Tumbler
Sprayer - Paint
Operator - Coil Forming
Carpenter - Plant
Assembler - Tear Down - Service Repair
Fireman - Powerhouse
Helper - Tool Crib
Operator - Flexible Hand Grinder and Chipper
Tester - Service Repair - Compressor
Assembler - Service Repair - Compressor
MPG-14 Painter - Maintenance
MPG-15 Operator - Electric Spot Welder
MPG-16 Operator - Milling Machine - Light
MPG-17 Operator - Lathe
MPG-18 Operator - Machine - Screw - Light
MPG-19 Solderer - Silver
MPG-20 Layouter - Sheet Metal
MPG-21 Operator - Fork Truck

Class "H" Rate 1.16-1.19-1.21

MPH-1 Operator - Induction Heat Treating
MPH-2 Assembler - (Department 5400E)
MPH-3 Tester
MPH-4 Assembler - Service Repair
MPH-5 Clerk - Stock
MPH-6 Utility Man - Service Repair
MPH-7 Solderer - Service Repair
MPH-8 Millwright "B"
MPH-9 Electrician "B"
MPH-10 Polisher
MPH-11 Operator - Drill Press - Heavy
MPH-12 Operator - Lathe - Heavy
MPH-13 Operator - Boring Machine - Heavy
MPH-14 Operator - Tapping Machine - Commercial Bodies
MPH-15 Operator - Milling Machine - Heavy
MPH-16 Operator - Honing
MPH-17 Operator - Screw Machine - Heavy
MPH-18 Operator - Babbitt Spinner
MPH-19 Crater - Large Remote Units
MPH-20 Assembler - Small Remote Units
MPH-21 Assembler - Large Remote Units
MPH-22 Blocker - Car

Class "J" Rate 1.21-1.23-1.26

MIJ-1 Inspector
J-2
MIJ-3 Inspector - Receiving
MIJ-4 Inspector - Salvage
MIJ-5 Inspector - Commercial Bodies
MIJ-6 Inspector - Hermetic Bodies
MIJ-7 Engineer - Powerhouse
MIJ-8 Operator - Honing Machine - Service Repair
MSJ-9 Helper - Tool Crib and Tool Grinder
MIJ-10 Inspector - Bench

Class "K" Rate 1.26-1.28-1.31

MPK-1 Repairman
MMK-2 Millwright "A"
MMK-3 Electrician "A"
MMK-4 Carpenter - Maintenance
MPK-5 Welder - Acetylene
MPK-6 Welder - Arc

Class "K" Continued

MPK-7 Brazer
MPK-8 Tin Smith
MPK-9 Operator - Dia. Bore - Service Repair
MPK-10 Honing - Heavy
MPK-11 Operator - Lapping Machine - Norton
MPK-12 Operator - Diamond Bore
MPK-13 Operator - Grinder - Blanchard
MPK-14 Operator - Grinder - External
MSK-15 Truck Driver
MSK-16 Repairman - Equipment - Processing

Class "L" Rate 1.31-1.34-1.36

MIL-1 Inspector - General Service Repair
MIL-2 Inspector - Floor
MSL-3 Grinder - Tool
MSL-4 Repairman - Machine
MPL-5 Operator - Screw Machine - Automatic
MIL-6 Inspection - Final Unit Test
MSL-7 Clerk - Tool Crib
MIL-8 Inspector - Machined Parts - Receiving

Class "M" Rate 1.37-1.41-1.45

MSM-1 Tool Maker "C"
MIM-2 Inspector - Gage Crib Layout
MIM-3 Inspector

Class "N" Rate 1.47-1.51-1.55

MSN-1 Tool Maker "B"
MSN-2 Mechanic - Equipment - Processing

Class "P" Rate 1.62-1.66-1.70

MSP-1 Tool Maker "A"
MSP-2 Repairman - Instrument

Class "Z"

MZ-1 Apprentice Tool Maker .95
MZ-2 Group Leader (10¢ above high rate)
FZ-3 Group Leader (10¢ above high rate)
MZ-4 Job Setter (10¢ above high rate)
FZ-5 Job Setter (10¢ above high rate)
MZ-6 Repairman (5¢ above department assemblers rate)
FZ-7 Repairwoman (5¢ above department assemblers rate)
MPZ-8 Setup and Operate - Bullard Multi-Matic 1.41

COMPANY: Confidential (Stoves)

UNION: Metal Trades Council, Metal Polishers, Teamsters--AFL; Machinists

LOCATION: Great Lakes

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ on 2nd and 3rd shift

GROUP I Job Classification	DAY WORK Rate
Helper Receiving Clerk Purch. Material	.80
Wash Off Enamel Ware	.87
Janitors	.905
Sweeps Pick Up Paper	.905
Sweeper	.905
Wipe Ware	.91
Unload and Pile Raw Enamel Stock	.935
Sweeper Enamel Room	.94
Stone and Clean Up Defect. Salv. Parts	.97
Trucking Salvage	.97
Yard Man	.97
Sanding and Preparing Paint Parts	.99
Mfg. Parts—Stock Chaser	.995
Helper Dept. Maint. Cleaning Degreaser	.995
Wash Ware	1.00
Receiving Clerk Purch. Material	1.005
Precleaning Enamel Parts	1.005
Furnace Watcher	1.01
Fireman's Helper	1.015
Work in Process	1.015
Repair Poor Material	1.015
Trucker and Material Handler	1.025
Pattern Clerk	1.025
Maintenance Helper B	1.025
Machinist Helper	1.03
Helper Truck and Pile Stoves	1.04
Blow Dust from Enamel Parts	1.04
GROUP II	
Combination Job, Press	1.055
Checker Salvaged Enamel Parts	1.055
Repair Crates	1.06
Dept. Maint. Clean, Spray, Paint, Etc.	1.06
General Work, Salvage	1.06
Pick Up Defect Parts, Return to Salvage	1.06
Handler Purchased Parts, Etc.	1.075
Remove from Piles, Load and Trucker Helper	1.075
Elevator Operator	1.08
Rec. Clerk-Purch. Mat'l (Temp)	1.085
Instruct Stone and Clean Up, Etc.	1.085
Guard and Watchman	1.09
Clean Pits, Empty Dust Collect, Etc.	1.095
Repair, Retest and Rewire	1.11
Repair Stoves	1.11
Automobile Driver	1.11
Stock Storage Man	1.11
Departmental Maint.-Plating	1.115
Clean Tanks	1.115
Maintenance Helper A	1.12
Strip Hooks and Ware	1.12
Stock Man Purchased Parts	1.12
Control and Finish Enamel Parts	1.12
Scrap Order Helper	1.13
Tool Crib Attendant	1.13
Enamel Miller Helper	1.13
Stripping, Pickling and Cleaning Ware	1.14
Checker-Receiving and Piling	1.145
Inexperienced Fireman	1.15
De-Enamel	1.15
Truck Driver 1½ Ton	1.16
Clean Dross from Galv. Kettle	1.17
Enamel Millers	1.175
Receiving Clerk and Scrap Handler	1.19
Head Clerk Rec. Purch. Material	1.21
Die Maintenance Tool Room	1.21
Operator Dept. Maint. Degreaser and Ovens	1.21
Checker for Shipping Stoves	1.22
GROUP III	
Machinist Class C	1.23
Die Setter B	1.25
Apprentice Experimental and Tool R'm	1.26
Departmental Maintenance-Enamel	1.265
Scrap Clerk and Inspector	1.265
Utility Man	1.265
Inspector B	1.275
Sand Blast	1.275
Instruct Inspect and Supply Sub Assy.	1.28

Head Operator Mill Enamel	1.29
Boiler Room Fireman	1.29
Experimental Worker C	1.29
Scrap Order Man	1 31
Die and Shear Blade Grinding	1.32
Machinist B	1.325
Stock Room Keeper-Dept. Maint. Etc.	1.33
Maintenance Man B	1.33
Set Up and Test Salt Spray-Plating	1.34
Specialist-Salvage	1.365
Head Opr. Enamel Salvage and Repair Parts	1.37
Die Maintenance Press Room	1.39
Spot Spray Salvaged Enamel Parts	1.395
Set-up Man—Sub-Assembly	1.40
Field Service Man	1.405
Experimental Worker B	1.41
Inspector A	1.42
Heat Treaters	1.42
Die Setter A	1.435
Lead Man-Shipping	1.445
Boiler Room Operator	1.45
Machinist Class A	1.455
Lay-out Man Mtg. Stoves	1.49
Die Tryout and Maintenance	1.49
Maintenance Man A	1.49
Experimental Sheet Metal Worker Class A	1.49

GROUP IV

	Rate Range
Model Maker	1.50-1.715
Tool and Die Maker	1.50-1.715
Group Leaders	Varies but not more than 10c per hour above operators' rate.

GROUP I: Employees will be placed on these jobs at 5c below the rate shown in the above rate schedule and will receive the rate of the job shown on the rate schedule at the end of the probationary period provided they are qualified to be retained on the job.

GROUP II: Employees will be placed on these jobs at 7c below the rate shown in the above rate schedule and they will be eligible to receive increases based upon their ability up to the rate shown on the rate schedule. Generally, the number of increases shall be two with no increase to exceed 5c per hour.

GROUP III: Employees will be placed on these jobs at 10c below the rate shown on the above rate schedule and they will be eligible to receive increases based upon ability up to the rate shown on the rate schedule. Generally, the number of increases shall be three with no increase to exceed 5c per hour.

PIECE WORK JOBS

Classification A: Base Rate $1.028

Check thickness and control—color spray
Group Leader—Hand Brushers
Group Leader—Ground Coat
Unload and Inspect Finished Enamel
Sand Blast
Torch, Weld and Braze
Operator, Large and Toggle Press
Operator, Hand Screw Machine
Operator, Shears
Relief on 21 man line, Assembly
Inspector, Stove Assembly
Polish and Buff
Arc Welder, Production
Sprayer, Paint

Classification B: Base Rate

Surface Preparation before Coat or Paint
Sprayer, Enamel or Black Enamel
Furnace Tender for Cover Coat Enamel
Ground Coat Dipper, Furnace Loader and Transfer Man
Operator, Roll Marble and Grain
Operator, Power Brake
Operator, Punch Press #26, and Small Press # 12 Toledo up to and include 4½ Niagara
Operator, Tack Weld and Anneal
Operator, Drill Press and Pipe Threader
Second Operator—Large Press
Stove Tester
Wire Stoves and Pack
Mounter, Large Stoves
Rough Grind Castings
Tank Pickling, Plating and Washing
Wire, Pipe, Tube Cutting
Tallyman Unloaders, Store Room
Solderer
Electric Welder
Bench Folding, Hand brake, Hand roller, Hand beading
Operator, Oven and Unload Box Ovens, Japan
Combination Job—Inspect, Check and Unload Japan Dept.
Bonderite Control Man
Wash in Naptha
Operator, Nailing Machine
Assemble Repair Parts
Stencil Crates and Deliver to Conveyor
Store and Deliver Parts
Saw Lumber
Bench Nailer and Nail Crate Complete
Second Operator—Large Shears

Classification C: Base Rate $ .928

Operator Steel Pickling and Pre-Cleaning Enamel.
Line Up Production for Spray Booths, Enamel
Operator, Baling Press
Mounter—Small Stoves
Wire and Pack Small Stoves
Bench Assembly—manifold mounting
Tallyman on line and castings
Operator, Load Baled Scrap
Steel Unloader, Store Room
Roll, Weld, Grind, Beat Combustion Tubes
Hand Dip Paint or Aluminum
Hang and Unload Japanned or painted parts to and from Conveyor or Carrier
Change stoves from one gas to another—Salvage
Saw Lumber—Carton, etc. Repair Parts
Receive, Store and Record, Stock Storage
Stamp, Weigh and Ship, Repair Parts

Classification D: Base Rate $ .878

Count, Record, Wrap Finished Parts, Enamel
Hand Brush Enamel Ware
Bench Assembly—First Class, Mounting and Sub Assy.
Decal Enamel
Operator, Zinc Plate Unit
Load and Deliver Steel, Band Iron Etc.
Power Beading
Testing Tanks
Jigger for gun welder and helper for spot welder
Tally and Unload Insulation and Cartons, Stock Storage
Pipe Bending Press Department Work

Classification E: Base Rate.....$ .833
Load and Unload Castings, etc. Store Room
Miscellaneous Bench Work—All Departments
Operator, Drill and Tap, Small riveting machine, Shear and Stitch Lighting Rings etc.
Truck Lumber from yard to saw, Crating
Pack and Carton Small Parts, Repair Parts Dept.

Classification F: Base Rate.....$ .783
Helpers, Enamel
Truckers—All Departments
Helper, Small Shear
Helper, Press, etc.
Operator, Perforator Machine
Helper, Load Baled Scrap
Burn, size and roll wicks, etc.
Pack and Carton Painted and Enamel Parts
Mascot Assembly
Helper, Paint
String and Hang Small Parts on Racks, Japan

Classification G: Base Rate.....$ .738
Helper, Nickel and chrome, plating
Helper, Gun Welder
Bench Assembly—wicks, etc.

Classification H: Base Rate.....$ .693
Small Packing Jobs

COMPANY: Employing Printers' Ass'n.

UNION: Bookbinders--AFL

LOCATION: San Francisco, Calif.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: January 1947

WAGE REOPENING: December 1947

WAGE SCALES Effective Jan. 19, 1947	MONDAY to FRIDAY Straight Time			SATURDAY 1½ Time		HOLIDAYS Double Time	
JOURNEYMEN	Per Week	Per Day	Per Hour	Per Day	Per Hour	Per Day	Per Hour
Day Shift, 7½ hours	$80.00	$16.00	$2.133	$24.00	$3.20	$32.00	$4.266
	83.20	16.64	2.218	24.96	3.328	33.28	4.437
First Night Shift, 7½ hours	85.00	17.00	2.266	25.50	3.40	34.00	4.533
	88.40	17.68	2.357	26.52	3.536	35.36	4.714
Second Night Shift, 6½ hours	85.00	17.00	2.615	25.50	3.923	34.00	5.230
	88.40	17.68	2.72	26.52	4.08	35.36	5.44
JOURNEYWOMEN							
Day Shift, 7½ hours	$46.00	$ 9.20	$1.226	$13.80	$1.84	$18.40	$2.453
	47.84	9.568	1.275	14.352	1.913	19.136	2.551
First Night Shift, 7½ hours	51.00	10.20	1.36	15.30	2.04	20.40	2.72
	53.04	10.608	1.414	15.912	2.121	21.216	2.828
Second Night Shift, 6½ hours	51.00	10.20	1.569	15.30	2.353	20.40	3.138
	53.04	10.608	1.632	15.912	2.448	21.216	3.264

Light Face Figures Indicate Base Rates
Bold Face Figures Include 4% for Vacation
Foremen and Forewomen same as First Night Shift

(g) The minimum wage per week to be paid apprentices for the years stated shall be as follows:

MALE—		Per Week
First Year:	1st 6 months	$44.00
	2nd 6 months	48.50
Second Year:	1st 6 months	53.00
	2nd 6 months	57.50
Third Year:	1st 6 months	62.00
	2nd 6 months	66.50
Fourth Year:	1st 6 months	71.00
	2nd 6 months	75.50

FEMALE		Per Week
First Year:	1st 6 months	$36.00
	2nd 6 months	38.50
Second Year:	1st 6 months	41.00
	2nd 6 months	43.50

Specialty Workers

Day Work:	Per Week
1st 6 months	$32.50
2nd 6 months	35.75
Thereafter	37.50
Night Work:	
1st 6 months	37.50
2nd 6 months	40.75
Thereafter	42.50

SECTION 15. Miscellaneous Male Employees: (a) The minimum wage for miscellaneous male employees working in the bindery doing other than journeymen's or apprentices' work, who are represented by the Union, shall be:

Day Work:	Per Week
1st 3 months	$42.50
2nd 3 months	45.00
Thereafter	47.50
Night Work:	
1st 3 months	47.50
2nd 3 months	50.00
Thereafter	52.50

(b) Beginners twenty-one (21) years of age and under may be employed in the ratio of one (1) to each three (3) or fraction thereof of such workers regularly employed at a wage of:

Day Work:	Per week
1st 3 months	$34.00
2nd 3 months	38.00
3rd 3 months	42.50
4th 3 months	45.00
Thereafter	47.50
Night Work:	
1st 3 months	39.00
2nd 3 months	43.00
3rd 3 months	47.50
4th 3 months	50.00
Thereafter	52.50

COMPANY: Confidential (Printing)

UNION: Bookbinders--AFL

LOCATION: Great Lakes

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: December 1947 if cost of living increases

Hiring Rate: 70¢ for men, 60¢ for women; 8¢ increase after 3 mos.

Shift Bonus: 10¢ for regular night shift; 20¢ on 2nd, 30¢ on 3rd shift in 3-shift operation

MEN

All machine operators in the Bindery, Mailing, Mailing List departments, and knife grinders	$1.60
All other men's work, Bindery and Mailing Departments	1.20

WOMEN

Hand mailer operators, automatic stitcher feeders	$1.00
All other women's work	.90

COMPANY: Bookbinding Firms (14)

UNION: Bookbinders--AFL

LOCATION: Fort Worth, Tex.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: October 1947

Rates: $1.75 for journeymen, 90¢ for journeywomen

COMPANY: Confidential (Printing)

UNION: Printing Pressmen--AFL

LOCATION: Great Lakes

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 70¢ for learners; 5¢ increase every 3 mos. until job rate reached

Shift Bonus: 10¢ for regular night shift; 20¢ on 2nd, 30¢ on 3rd shift in 3-shift operation

	Day Scale	*Night Scale*	*3 P.M. Scale*	*11 P.M. Scale*
Joggers	$1.05		$1.25	$1.35
Wash-up and Floor Man	1.10		1.30	1.40
Folder assistants	1.13	1.23		
Paperhandlers	1.20	1.30		
Baler Operators	1.30	1.40		
Electric Truck (roll & fork) Operators, Stockroom	1.35	1.45		
Crane Operators	1.50	1.60		

COMPANY: Graphic Arts Ass'n. of Washington, D. C.

UNION: Printing Pressmen--AFL

LOCATION: Washington, D. C.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: February 1947

WAGE REOPENING: February 1948

Shift Bonus: $2.00 per wk. for night work

Class A - Starting rate.....$ 27.00 per week
After ninety (90) days..... 31.00 per week

Class B - Starting rate.....$ 31.00 per week
After ninety (90) days..... 34.00 per week

Class A. Motorcycle operators, delivery helpers, press washers,* general maintenance men, janitors, lift truck operators, porters, metal pot fillers, carrier boys from presses, or combinations of same. Paper handlers, pressroom joggers, ink mixers, roller coverers, metal melters, watchmen, or combinations of same.

Class B. Delivery men.

*Press washers on 4 and 5 color and U.P.M. Presses shall receive $1.00 per week over the prevailing scale.

COMPANY: Haynes Lithograph Co.

UNION: Lithographers--CIO

LOCATION: Silver Springs, Md. (Washington, D. C. area)

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: December 1947

WAGE REOPENING: December 1948

Shift Bonus: 10% on night shifts

Note: Add 10% to the following rates.

	Weekly Rate
PHOTOGRAPHERS	
Color Separation	$84.00
Map and Halftone, Wet Plate	77.50
Halftone, Dry Plate and Film	72.00
Line, Film and Paper	57.00
ARTISTS	
Process Artist, Dot Etcher, Neg. and Positive Retouching	84.00
Negative Engraver	72.00
PROVERS	
Offset	74.00

STRIPPERS

Color	72.00
Black and White	64.00
Opaquer	52.00
Spotter	32.00

PLATE MAKERS

Vacuum Frame Operator, Albumin	62.00
Vacuum Frame Operator, Deep Etch	67.00
Photo Composing Machine Operator	75.00
Transferrer	70.00
Plate Grainer	66.00

OFFSET PRESSMEN PAPER

One Color up to 30 inches	57.50
31 to 42 "	61.50
43 to 58 "	67.50
over 58 inches	73.50
Two Color	84.00
Press Assistant	35.00
Press Operator, Two Color	46.00
General Worker	32.00

In addition to those scales a differential of 10% must be paid to Lithographic tradesmen working on the night shifts.

All presses over 22 X 34 must have helpers.

COMPANY: Employing Lithographers Ass'n. of San Francisco

UNION: Lithographers--CIO

LOCATION: San Francisco, Calif.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: October 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 7 1/4 hrs. pay for 6 1/4 hrs. work on 1st night shift; 10¢ ($3 a wk.) on 2nd night shift, plus 7 1/4 hrs. pay for 6 hrs. work

ART DEPARTMENT

	Per Week
Process (Dot Etchers)	$87.00
Poster	89.50
Ben Day, Stipple and Crayon	82.00
Designer and Letterer	82.00
Engraver	80.00

PHOTOGRAPHIC DEPARTMENT

Master Photographer	$97.00
Halftone Color Operator, Color Separator	89.00
Black and White Operator	85.00
Negative Assembler	82.00
Combination Camera Man and Plate Maker (when required)	85.00

PLATE MAKING DEPARTMENT

Transferers, Plate Makers, Negative Assemblers, Photo Original, etc.	$82.00
Provers	82.00
Photo Composing Machine Operator	82.00
Projection Machine Operator	83.00
Stone and Plate Preparers	67.50
Proof Reader, all-around color, including the reading of color plates	64.50
Assistant Proof Reader	56.50

It is also understood that the beginning wage for Assistant Proof Readers shall be Thirty-nine Dollars and Fifty Cents ($39.50) per week, to be increased Two Dollars ($2.00) each six months, and at the end of four years the minimum rate for Assistant Proof Readers shall be Fifty-six Dollars and Fifty Cents ($56.50) per week.

It is further understood that when an Assistant Proof Reader becomes qualified by doing all-around proof reading, including the reading of color plates, the wages shall be stepped up at the rate of Four Dollars ($4.00) per year—Two Dollars ($2.00) each six months—until the weekly wage becomes Sixty-four Dollars and Fifty Cents (64.50) per week.

DIRECT ROTARY PRESSMEN

	Per Week
Single Color	$82.00

OFFSET PRESSMEN (all press sizes refer to the width of the press plate, on press)

Single Color—up to 19" (incl. Multilith, Davidson, etc.)	$64.50
Single Color—up to 24"	77.00
Single Color—up to 47"	82.00
Single Color—up to 56"	85.00
Single Color—over 56"	87.00
Two Color—up to 50"	87.00
Two Color—up to 58"	90.00
Two Color—over 58"	92.00
Three Color—up to 56"	97.00
Four Color—up to 58"; Pressman in charge	97.00
Four Color—up to 58"; Assistant Pressman	85.00

BRONZER: Pressmen when operating the bronzer are to be paid at the rate of $5.00 per week additional to their regular pressmen's wage; feeders are to be paid at the rate of $3.00 per week additional to their regular feeder's wage, and helpers at the rate of $2.00 per week additional to their regular wage while working on the bronzer.

FEEDERS AND PRESS ASSISTANTS, PAPER:

	Per Week
Single Color	$55.50
Two Color	58.00
Three Color	58.50
Four Color	58.50
Varnish Feeder	55.50
Press Hand Feeder	58.00
Varnish Machine Hand Feeder	57.00

VARNISH MACHINES, PAPER:

	Per Week
Operator (there must be an operator present at all times)	$64.50

WASH UP CREWS: On presses larger than 34" a wash up crew shall consist of not less than 2 men in establishments not employing a regular wash up crew.

INK DEPARTMENT:

	Per Week
Head Grinder, Mixer, Color Matcher	$67.30
Mill Man or Grinder	56.50
Helper	48.00

GENERAL WORKERS' DEPARTMENT

Female:	Per Week
Joggers, Automatic Die Cutters, Sorters, Wrappers, Inspectors, etc.	$43.00
Male:	
Flyboys, Floorboys, Paperhangers, etc.	48.00
Shipping Clerks (shipping clerk responsible for determining and correctly routing shipments	56.00

The starting minimum for Female and Male General Workers and the rate of increase until the scale is reached is to be as follows:

Female	Per Week	Male	Per Week
1st 3 mos.	$33.00	1st 3 mos.	$36.00
2nd 3 mos.	36.50	2nd 3 mos.	40.00
3rd 3 mos.	40.00	3rd 3 mos.	44.00
Thereafter	43.00	Thereafter	48.00

Persons without experience may be employed for a trial period of six weeks before this Wage Scale becomes effective, but when continued in employment they shall be given credit for time worked and advanced to the minimum rate for males of $36.00 or for females of $33.00 for the remainder of three months.

COMPANY: Confidential (Printing)

UNION: Stereotypers and Electrotypers--AFL

LOCATION: Great Lakes

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: November 1947

Rates: $2.00 for journeymen

Shift Bonus: 15¢ on 2nd, 30¢ on 3rd shift

Sec. 12. Apprentices shall receive the following scale of wages, until apprenticeship is completed, after which they shall receive the journeyman's scale of wages.

First	6 months	per hour	$0.70
Second	6 months	per hour	.85
Third	6 months	per hour	1.00
Fourth	6 months	per hour	1.10
Fifth	6 months	per hour	1.20
Sixth	6 months	per hour	1.30
Seventh	6 months	per hour	1.40
Eighth	6 months	per hour	1.50
Ninth	6 months	per hour	1.60
Tenth	6 months	per hour	1.70
Eleventh	6 months	per hour	1.80
Twelfth	6 months	per hour	1.90

COMPANY: Publishers Ass'n. of New York City

UNION: Machinists

LOCATION: New York City, N. Y.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: October 1947

WAGE REOPENING: October 1948

Rates:
Day Work:
$2.133 per hr.; $16.00 per day
$80.00 per wk. of 5 days
Night Work:
$2.200 per hr.; $16.50 per night
$82.50 per wk. of 5 days

Shift Bonus: $2.50 per wk. for night work

COMPANY: Confidential (Lithographing)

UNION: Machinists

LOCATION: Middle West

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: July 1948 if cost of living index has changed

Rates: $1.83 min. for machinists; $1.25 min. for maintenance men

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COMPANY: Akron Graphic Arts Ass'n.

UNION: Typographical Union--AFL

LOCATION: Akron, Ohio

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: October 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 15¢ for night work

The minimum wage scale for Proofreaders, Handmen, Stonemen, Layout Men, Operators (Linotype, Monotype or other typecasting machines), Machinists, Operators of Material Making Machines, shall be as follows:

Day Shift—$2.00 per hour, $80.00 per week.

Night Shift—$2.15 per hour, $86.00 per week.

Apprentices shall receive the following scale for the duration of their apprenticeship based upon journeyman weekly wage day or night as the case may be:

First Year	30 per cent
Second Year	40 per cent
Third Year	50 per cent
Fourth Year	60 per cent
Fifth Year	75 per cent
Sixth Year	90 per cent

COMPANY: Graphic Arts Ass'n. of Washington, D. C.

UNION: Typographical Union--AFL

LOCATION: Washington, D. C.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: August 1948

50. Journeymen shall be paid at least the following scale of wages:

Day Shift

Week of 37½ hours (5 shifts)...$79.00
Per hour..... 2.1067

Night Shift

Week of 37½ hours (5 shifts)...$84.00
Per hour..... 2.24

Third Shift

Week of 37½ hours (5 shifts)...$87.50
Per hour..... 2.333

APPRENTICE SCALE

70. The minimum scale of wages to be paid apprentices shall bear the following proportion to the full scale of the shift on which they are employed:

DAY SHIFT	*Week*	*Hour*
First year (40%)	$31.60	$0.8427
Second year (1st 6 mos.) (45%)	35.55	.9480
Second year (2nd 6 mos.) (50%)	39.50	1.0534
Third year (1st 6 mos.) (55%)	43.45	1.1587
Third year (2nd 6 mos.) (60%)	47.40	1.264
Fourth year (1st 6 mos.) (65%)	51.35	1.3694
Fourth year (2nd 6 mos.) (70%)	55.30	1.4747
Fifth year (1st 6 mos.) (75%)	59.25	1.58
Fifth year (2nd 6 mos.) (80%)	63.20	1.6854
Sixth year (1st 6 mos.) (85%)	67.15	1.79
Sixth year (2nd 6 mos.) (90%)	71.10	1.896

NIGHT SHIFT	*Week*	*Hour*
First year (40%)	$33.60	$0.896
Second year (1st 6 mos.) (45%)	37.80	1.008
Second year (2nd 6 mos.) (50%)	42.00	1.12
Third year (1st 6 mos.) (55%)	46.20	1.232
Third year (2nd 6 mos.) (60%)	$50.40	$1.344
Fourth year (1st 6 mos.) (65%)	54.60	1.456
Fourth year (2nd 6 mos.) (70%)	58.80	1.568
Fifth year (1st 6 mos.) (75%)	63.00	1.68
Fifth year (2nd 6 mos.) (80%)	67.20	1.792
Sixth year (1st 6 mos.) (85%)	71.40	1.904
Sixth year (2nd 6 mos.) (90%)	75.60	2.016

THIRD SHIFT	*Week*	*Hour*
First year (40%)	$35.00	$0.9334
Second year (1st 6 mos.) (45%)	39.375	1.05
Second year (2nd 6 mos.) (50%)	43.75	1.1667
Third year (1st 6 mos.) (55%)	48.125	1.2834
Third year (2nd 6 mos.) (60%)	52.50	1.40
Fourth year (1st 6 mos.) (65%)	56.875	1.5167
Fourth year (2nd 6 mos.) (70%)	61.25	1.6334
Fifth year (1st 6 mos.) (75%)	65.625	1.75
Fifth year (2nd 6 mos.) (80%)	70.00	1.866
Sixth year (1st 6 mos.) (85%)	74.375	1.9834
Sixth year (2nd 6 mos.) (90%)	78.75	2.10

Note: The following listing presents rates paid under Typographical Union contracts in large and small cities throughout the country. The list is reproduced from the December, 1947, issue of the union's "Bulletin."

ADA, OKLAHOMA—NO. 552

Newspaper and Job, day $58.00, night $58.00; forty hours. Effective November 3, 1947. Increase 15 cents per hour.

ALBANY, NEW YORK—NO. 4

Job, day $82.00, night $88.00, third shift $91.00; thirty-seven and one-half hours. Effective November 1, 1947. Increase 26.6 cents per hour, plus an additional holiday, making seven paid holidays.

ALLENTOWN, PENNSYLVANIA—NO. 534

Newspaper, day $67.50, night $73.50; thirty-seven and one-half hours. Effective October 1, 1947. Increase 20 cents per hour.

Job, day $64.00; forty hours. Effective October 1, 1947. Increase 20 cents per hour.

AMARILLO, TEXAS—NO. 525

Newspaper and Job, day $74.00, night $78.00; thirty-seven and one-half hours. Effective November 12, 1947. Increase 18.7 cents per hour.

BATTLE CREEK, MICHIGAN—NO. 429

Newspaper, day $77.50, thirty-eight and three-fourths hours, night $78.75, thirty-seven and one-half hours. Effective November 1, 1947. Increase 20 cents per hour day, 22.5 cents per hour night plus five days' sick leave.

BLUFF CITY, IOWA—NO. 203

Newspaper, day $70,00, night $78.60; forty hours. Effective December 1, 1947. Increase 41.5 cents per hour.

BOSTON, MASSACHUSETTS—NO. 13

Newspaper (Waltham, Mass.), day $67.88, night $71.91, day, thirty-seven and one-half hours, night thirty-six and one-half hours. Effective June 1, 1947; expires May 31, 1948. Increase 31 cents per hour day, 32 cents per hour night.

BURLINGTON, IOWA—NO. 75

Newspaper, day $66.00, night $68.50; forty hours. Effective October 1, 1947. Increase 15 cents per hour.

Job, day $63.00, night $65.50; forty hours. Effective October 1, 1947. Increase 15 cents per hour.

CHATTANOOGA, TENNESSEE—NO. 89

Newspaper, day $77.00, night $81.00, third shift $84.75; thirty-seven and one-half hours. Effective November 1, 1947. Increase 32 cents per hour, plus two weeks' severance pay.

CHESTER, PENNSYLVANIA—NO. 797

Newspaper and Job, day $77.60, night $80.40; forty hours. Effective November 1, 1947. Increase 31 cents per hour.

CHICKASHA, OKLAHOMA—NO. 571

Newspaper and Job, day $64.00, night $64.00; forty hours. Effective October 1, 1947. Increase 25 cents per hour.

CHICO, CALIFORNIA—NO. 667

Newspaper, day $75.00, night $80.00; thirty-seven and one-half hours. Effective October 1, 1947. Increase 30 cents per hour, plus one additional holiday making six paid holidays.

Job, day $80.00, night $85.00; forty hours. Effective October 1, 1947. Increase 30 cents per hour, plus one additional holiday, making six paid holidays.

CLEVELAND, OHIO—NO. 53

Newspaper, day $90.00, night $96.17; thirty-seven and one-half hours, third shift $97.98, thirty-five hours. Effective December 1, 1946; expires September 30, 1948. Increase 23.47 cents per hour, effective November 1, 1947.

Job, day handmen $80.63, night $84.38, third shift $87.15, day operators $82.50, night $86.25, third shift $89.03; thirty-seven and one-half hours. Effective November 1, 1947. Increase 15 cents per hour.

COLUMBUS, GEORGIA—NO. 220

Newspaper, day $71.625, night $74.25; thirty-seven and one-half hours. Effective October 1, 1947. Increase 24 cents per hour.

CONNELLSVILLE, PENNSYLVANIA—NO. 321

Newspaper, day $66.40, night $69.60; forty hours. Effective September 2, 1947. Increase 30 cents per hour day, 32 cents per hour night.

CORTLAND, NEW YORK—NO. 777

Newspaper, day $57.20, night $62.80; forty hours. Effective March 6, 1947; expires March 5, 1948. Increase 5 cents per hour, effective October 14, 1947.

Job, day $55.20, night $60.40; forty hours. Effective March 6, 1947; expires March 5, 1948. Increase 5 cents per hour, effective October 14, 1947.

DANVILLE, VIRGINIA—NO. 857

Newspaper, day $67.20, night $71.40; forty hours. Effective July 1, 1946; expires December 31, 1947. Increase 8 cents per hour day, 8.5 cents per hour, night; effective November 1, 1947.

DAYTON, OHIO—NO. 57

Newspaper, day $82.50, night $90.00; thirty-seven and one-half hours. Effective October 1, 1947. Increase 20 cents per hour, plus six paid holidays.

DENVER, COLORADO—NO. 49

Newspaper, day $76.00, night $79.75; thirty-six and two-third hours. Effective October 1, 1947. Increase 10.66 cents per hour.

DES MOINES, IOWA—NO. 118

Job, day $76.00, night $81.32, third shift $83.60; forty hours. Effective November 1, 1947. Increase 20 cents per hour day, 23.3 cents per hour night.

DOUGLAS, ARIZONA—NO. 544

Newspaper and Job, day $69.125, night $71.625; thirty-seven and one-half hours. Effective November 1, 1947. Increase 16 cents per hour, plus all major holidays paid when not worked.

EL PASO, TEXAS—NO. 370

Newspaper and Job, day $75.00, night $78.75; thirty-seven and one-half hours, third shift $78.75, thirty-two and one-half hours. Effective October 1, 1947. Increase 22 cents per hour.

ENID, OKLAHOMA—NO. 613

Newspaper, day $63.40, night $66.40; forty hours. Effective October 1, 1947. Increase 20 cents per hour.

ERIE, PENNSYLVANIA—NO. 77

Newspaper, day $74.00, night $77.75, third shift $81.50; thirty-seven and one-half hours. Effective October 1, 1947. Increase 21.33 cents per hour, plus five to ten days' severance pay.

FORT LAUDERDALE, FLORIDA—NO. 895

Newspaper, day $70.56, night $70.56, day, thirty-seven and one-half hours, night, thirty-five hours. Increase 20.2 cents per hour.

FORT WILLIAM, ONTARIO—NO. 417

Newspaper and Job, day $50.60, night $50.75, day forty hours, night thirty-five hours. Effective November 1, 1947. Increase 11.5 cents per hour, plus four additional holidays, making eight paid holidays.

GALVESTON, TEXAS—NO. 28

Newspaper, day $70.00, night $74.00; thirty-seven and one-half hours. Effective October 20, 1947. Increase 13.3 cents per hour.

GLENS FALLS, NEW YORK—NO. 96

Newspaper and Job, day $64.00, night $69.00; thirty-seven and one-half hours. Effective November 1, 1947. Increase 16 cents per hour.

GREELEY, COLORADO—NO. 586

Newspaper, day $66.00, night $68.00; forty hours. Effective January 1, 1947; expires December 31, 1947. Increase 15 cents per hour, effective November 14, 1947.

HAGERSTOWN, MARYLAND—NO. 108

Newspaper, day $61.50, night $65.625; thirty-seven and one-half hours. Effective October 1, 1947. Increase 24 cents per hour.

Job, day $56.00; forty hours. Effective October 1, 1947. Increase 10 cents per hour.

HAVRE, MONTANA—NO. 764

Newspaper and Job, day $65.25, night $71.775; thirty-seven and one-half hours. Effective October 1, 1947. Increase 14 cents per hour.

HOUSTON, TEXAS—NO. 87

Newspaper, day $85.00, night $90.00; thirty-seven and one-half hours. Effective November 5, 1947. Increase 9.6 cents per hour. This is in addition to a twenty cent per bour increase granted August 21, 1947.

Job, day $85.00, night $90.00; thirty-seven and one-half hours. Effective November 5, 1947. Increase 29.6 cents per hour.

INDIANAPOLIS, INDIANA—NO. I

Job, day $80.00, night $85.00; forty hours, third shift $85.00, thirty-five hours. Effective November I, 1947. Increase 24 cents per hour day, 26.5 cents per hour night.

JACKSONVILLE, FLORIDA—NO. 162

Newspaper, day $91.60, night $95.60; forty hours. Effective November 21, 1947. Increase 29 cents per hour.

KEWANEE, ILLINOIS—NO. 164

Newspaper and Job, day $61.00. night $61.00; forty hours. Effective January 1, 1947; expires December 31, 1947. Increase 10 cents per hour, effective October 31, 1947.

KNOXVILLE, TENNESSEE—NO. 111

Newspaper, day $77.00, nigbt $82.00; thirty-seven and one-half hours. Effective August 16, 1947. Increase 32 cents per hour.

LANCASTER, OHIO—NO. 548

Newspaper and Job, day $60.00, night $62.00, third shift $64.00; forty hours. Effective September I, 1947. Increase 15 cents per bour.

MARION, OHIO—NO. 675

Newspaper, day $63.9375, night $65.875; thirty-eight and three-fourth hours. Effective August 25, 1947. Increase 20 cents per hour.

MARTINSBURG, WEST VIRGINIA—NO. 960

Newspaper, day $50.00, forty bours, night $50.00, thirty-five hours. Effective October 1, 1947. Increase 17.5 cents per hour.

Job, day $55.00; forty hours. Effective October 1, 1947. Increase 30 cents per bour.

MASSILLON, OHIO—NO. 298

Newspaper, day $73.50, sigbt $78.50; thirty-seven and one-half bours. Effective October I, 1947. Increase 31 cents per hour.

Job, day $75,00; forty hours. Effective October I, 1947. No previous contract.

MERCED, CALIFORNIA—NO. 865

Newspaper and Job, day $75.00, night $77.50; tbirty-seven and one-half hours. Effective November 1, 1947. Increase 35 cents per hour.

MINOT, NORTH DAKOTA—NO. 376

Newspaper, day $60.00, night $66.40; forty bours. Effective October 16, 1947. Increase 35 cents per bour, plus an additional week's vacation, making two weeks, one additional boliday, making six paid holidays and six days' severance pay.

NAMPA, IDAHO—NO. 988

Newspaper, day $70.00, night $72.50; thirty-seven and one-balf bours. Effective November 1, 1947. Increase 21.66 cents per hour.

Job, day $74.666, night $77.166; forty bours. Effective November 1, 1947. Increase 21.66 cents per hour.

NASHVILLE, TENNSSEE—NO. 20

Newspaper, day $77.00, night $82.00; thirty-seven and one-half hours. Effective August I6, 1947. Increase 32 cents per hour.

NEWPORT NEWS, VIRGINIA—NO. 353

Newspaper, day $77.50, night $81.50; forty hours. Effective October 1, 1947. Increase day 15 cents per hour, night 16.3 cents per hour.

NEW YORK (POLISH), NEW YORK—NO. 820

Newspaper, day $75.00, night $82.50; thirty-seven and one-half hours. Effective July 21, 1947; expires September 30, 1948. Increase 22.66 cents per hour, effective November 10, 1947.

NIAGARA FALLS, NEW YORK—NO. 233

Newspaper, day $78.50, nigbt $82.50; thirty-seven and one-half hours. Increase 17.3 cents per hour.

NILES, OHIO—NO. 477

Newspaper and Job, day $66.00, night $68.00; forty hours. Effective October 1, 1947; expires September 30, 1948. Increase 15 cents per hour, plus accident insurance and hospitalization plan furnished by employer.

NORTH PLATTE, NEBRASKA—NO. 881

Newspaper and Job, day $58.00, night $64.00; forty hours. Effective November 1, 1947. Increase 15 cents per hour.

OELWEIN, IOWA—NO. 807

Newspaper and Job, day $56.25, night $62.00; thirty-seven and one-balf hours. Effective October 5, 1947. Increase day 16.7 cents per bour, nigbt 18.7 cents per hour. Hours reduced from 40 to 37½ per week, plus an additional week's vacation, making two weeks; five days' sick leave and five paid holidays

ONEIDA, NEW YORK—NO. 336

Newspaper and Job, day $49.50; thirty-seven and one-half hours. Effective July 15, 1946; expires December 6, 1947. Increase 12 cents per hour, effective June, 1947.

ORLANDO, FLORIDA—NO. 782

Newspaper, day $70.00, night $73.00· thirty-seven and one-half hours. Effective October 1, 1947. Increase 21.1 cents per hour day, 21.5 cents per hour night

PECOS VALLEY (CARLSBAD), NEW MEXICO—NO. 745

Newspaper and Job, day $64.00, night $66.50; forty hours. Effective November 1, 1947. Increase 15 cents per hour.

PEKIN, ILLINOIS—NO. 591

Job, day $66.00, night $66.00; forty hours. Effective October 1, 1947. Increase 40 cents per hour.

PEORIA, ILLINOIS—NO. 29

Newspaper, day $73.79, night $80.50; thirty-eight and one-third hours Effective October 1, 1947. Increase 17.5 cents per hour.

Job, day $72.60, night $79.20; forty hours. Effective November 1, 1947 Increase 16.5 cents per hour.

PONTIAC, MICHIGAN—NO. 512

Job, day $84.80, night $88.80, third shift $93.80; forty hours. Effective October 1, 1947. Increase 22 cents per hour day, 25 cents per hour night, plus three additional holidays, making six paid holidays, and when worked members are paid triple time for such work.

PORT ARTHUR, ONTARIO—NO. 575

Newspaper and Job, day $50.60, forty hours, night $50.75, thirty-five hours Effective November 1, 1947; expires October 31, 1948. Increase 11.5 cents per hour day, 15 cents per hour night, plus four additional holidays, making eight paid holidays.

POUGHKEEPSIE, NEW YORK—NO. 315

Job, day $70.00, night $77.00, third shift $80.00; thirty-seven and one-half hours. Effective September 21, 1947. Increase 20.6 cents per hour day, night 23.84 cents per hour.

READING, PENNSYLVANIA—NO. 86

Job, day $65.00, thirty-seven and one-half hours, night $65.00, thirty five hours, third shift $65.70, thirty-five hours. Effective January 1, 1948; expires December 31, 1948. Increase 20 cents per hour.

ROCHESTER, NEW YORK—NO. 15

Job, day $74.00, night $81.375, third shift $83.85; thirty-seven and one-half hours. Effective November 1, 1947. Increase 10.7 cents per hour day, 12.74 cents per bour night.

ROCKFORD, ILLINOIS—NO. 213

Newspaper, day $72.25, night $77.25; thirty-eight and one-third hours. Effective November 3, 1947. Increase 3.3 cents per hour.

SAINT PAUL, MINNESOTA—NO. 30

Newspaper, day $80.50, night $86.45; thirty-five hours. Effective August 21, 1947; expires August 21, 1948. Increase 21 cents per hour day, 32 cents per hour, night.

SANDUSKY, OHIO—NO. 237

Newspaper and Job, day $63.00, night $66.00; thirty-seven and one-half hours. Effective August 1, 1947. Increase 26.66 cents per hour.

SAVANNAH, GEORGIA—NO. 183

Job, day $60.00, night $64.00; forty hours. Effective October 1, 1947 Increase 15 cents per hour.

SIOUX FALLS, SOUTH DAKOTA—NO. 218

Newspaper, day $70.00, night $73.00; forty hours, third shift $73.00, thirty five hours. Effective November 1, 1947. Increase 25 cents per hour.

Job, day $59.20, night $62.20; forty hours. Effective November 1, 1946; expires November 1, 1948. Increase 20.5 cents per hour, effective November 1, 1947.

SOMERVILLE, NEW JERSEY—NO. 628

Job, day $76.00; forty hours, night $82.00, thirty-five hours. Effective November 1, 1947. Increase 30 cents per hour.

STEUBENVILLE, OHIO—NO 238

Newspaper, day $65 63; thirty-seven and one-half hours. Effective October 1, 1947. Increase 20 cents per hour, plus an additional week's vacation, making two weeks.

TARRYTOWN-OSSINING, NEW YORK—NO. 523

Newspaper, day $75 00; thirty eight hours. Effective October 1, 1947 Increase 12.6 cents per hour.

TOPEKA, KANSAS—NO. 121

Newspaper, day $75.00, night $79 00; forty hours. Effective November 1 1947 Increase 25 cents per hour.

Job, day $75.00, night $78 75; forty hours. Effective November [illegible] 1947 Increase 25 cents per hour.

TORONTO, ONTARIO—NO. 91

Job, day $48.00, night $55.20; forty hours. Effective October 1, 1947; expires September 30, 1948. Increase 12.51 cents per hour, plus an additional increase of 5 cents per hour effective March 1, 1948.

TRI-CITY, ILLINOIS-IOWA—NO. 107

Newspaper, day $71.00, night $76.00; thirty-eight and three-fourths hours. Effective October 11, 1947. Increase 10.33 cents per hour.

VANCOUVER, BRITISH COLUMBIA—NO. 226

Newspaper, day $55.875, night $59.625; thirty-seven and one-half hours. Effective October 1, 1947; expires September 30, 1948. Increase 13.5 cents per hour.

VALLEJO, CALIFORNIA—NO. 389

Newspaper and Job, day $81.50, night $86.50; thirty-seven and one-half hours. Effective November 1, 1947. Increase 17 cents per hour.

VINCENNES, INDIANA—NO. 395

Newspaper, day $65.25, night $69.00; thirty-seven and one-half hours. Effective November 1, 1947. Increase 20 cents per hour.

WASHINGTON, INDIANA—NO. 538

Newspaper and Job, day $53.25, night $55.125; thirty-seven and one-half hours. Effective October 1, 1947. Increase 16 cents per hour.

WAVERLY, NEW YORK—NO. 530

Newspaper and Job, day $60.00, night $63.00; forty hours. Effective October 1, 1947. Increase 35 cents per hour day, 39.5 cents per hour night, plus an additional week's vacation, making two weeks, and two additional holidays, making six paid holidays.

WILKES-BARRE, PENNSYLVANIA—NO. 187

Newspaper, day $78.00, night $83.00; thirty-seven and one-half hours. Effective November 1, 1947. Increase 25.72 cents per hour day, $36.02 cents per hour night. plus six paid holidays.

WILMINGTON, DELAWARE—NO. 123

Newspaper, day $82.50, night $90.00; thirty-seven and one-half hours. Effective November 1, 1947. Increase 20 cents per hour day, 26.7 cents per hour night.

WINSTON-SALEM, NORTH CAROLINA—NO. 609

Newspaper, day $71.00, night $75.00; forty hours. Effective November 7, 1947. Increase 15 cents per hour.

MAILER INCREASES

BUTTE, MONTANA—NO. M-25

Newspaper, day $67.71, night $68.96; thirty-seven and one-half hours. Effective November 1, 1947. Increase 23.87 cents per hour day, 27.2 cents per hour night.

VICTORIA, BRITISH COLUMBIA—NO. M-121

Newspaper, day $40.50, night $43.50; thirty-seven and one-half hours. Effective November 1, 1947. Increase 8 cents per hour day, 9.4 cents per hour night.

RADIO AND COMMUNICATIONS EQUIPMENT

COMPANY: Confidential (Radios)

UNION: Electrical Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 10% for night work

APPRENTICE—TOOLMAKER—RATE SCALE

Job Classification	Job Rate	Hours 470	470 940	470 1410	470 1880	470 2350	470 2820	470 3290	470 3760	470 4230	470 4700	470 5170	470 5640	470 6110	470 6580	470 7050	470 7520	480 8000
A	1 38	Start 975	1 00	1 035	1 06	1 075	1 10	1 125	1 15	1.175	1.20	1.225	1.25	1 275	1.30	1.325	1.35	1 38

MAINTENANCE—RATE SCALE

	Job Rate	Start	3 Mo.	6 Mo.	9 Mo	12 Mo.	15 Mo.	18 Mo.	21 Mo.	24 Mo.	27 Mo.	30 Mo.	33 Mo.	36 Mo.	39 Mo.	42 Mo.	45 Mo.	48 Mo.
B	1 48	1 03	1 10	1.125	1 15	1.175	1.20	1.225	1.25	1 275	1.30	1.325	1.35	1.375	1.40	1 425	1.45	1.48

JOB RATE SCALE

	Job Rate	Start	1 Mo.	3 Mo.	5 Mo.	7 Mo.	9 Mo.	11 Mo	13 Mo	15 Mo.	17 Mo.	19 Mo.	21 Mo.	23 Mo.	25 Mo.	27 Mo.	29 Mo.
C	1 48	1.03	1 09	1 15	1 175	1.20	1.225	1.25	1.275	1 30	1 325	1.35	1.375	1.40	1.425	1.45	1.48
D	1 43	1 03	1 09	1.15	1.175	1.20	1.225	1.25	1.275	1.30	1.325	1.35	1.375	1.40	1.43		
E	1 38	1 03	1 09	1 15	1 175	1.20	1.225	1.25	1.275	1.30	1.325	1.35	1.38				
F	1.33	1 03	1 09	1.15	1 175	1.20	1 225	1.25	1.275	1.30	1.33						
G	1.255	1 03	1.09	1 15	1.175	1.20	1.225	1.255									
H	1.23	1 03	1 09	1 15	1.175	1 20	1.23										
J	1.21	1 03	1 09	1 15	1.175	1.21											
L	1.18	1 00	1 06	1.12	1.18												
M	1.12	1 00	1 04	1.06	1 12												
P	1.10	1 00	1 03	1 06	1.10												

A—Classification

1 Apprentices
2 Toolmakers

B—Classification

1 Carpenters
2 Electricians
3 Millwright
4 Pipe fitter or plumber
5 Handyman, general maintenance

C—Classification

1 Group leader—1st class
2 Machine set-up—1st class

D—Classification

1 Acetylene and arc welding—1st class
2 Broach operator
3 Condenser process
4 Drill grinder
5 Drop hammer operator
6 Etching and plating—1st class
7 Grinder—1st class
8 Group leader—2nd class
9 Heat treating—1st class
10 Inspector—1st class
11 Lathe—1st class
12 Machine set-up—2nd class
13 Milling machine—1st class
14 Power shears—1st class
15 Punch press—1st class
16 Radio repair—1st class
17 Sand blast operator
18 Screw machine operator
19 Spray painter—1st class
20 Test equipment, building, repairing—1st class
21 Test—1st class
22 Cabinet finisher

E—Classification

1 Annealing furnace operator
2 Buffing—1st class
3 Etching and plating—2nd class
4 Grinder—2nd class
5 Inspector—2nd class
6 Lathe operator—2nd class
7 Metalizing spray equipment operator
8 Milling machine—2nd class
9 Power sander—1st class
10 Power saw operator
11 Power shears—2nd class
12 Production sample builder—1st class
13 Stock receiving clerk—1st class
14 Tube roller and cutter
15 Tumbler

F—Classification

1 Automatic wire stripper
2 Chip remover
3 Drill press—1st class
4 Fireman
5 Foot press operator—1st class
6 Group leader—3rd class
7 Guards
8 Hot molders, air press—1st class
9 Impregnator—1st class
10 Lathe operator—3rd class
11 Milling machine—3rd class
12 Power sander—2nd class
13 Power saw operator—2nd class
14 Punch press—2nd class
15 Radio repair—2nd class
16 Radio speaker cone development
17 Test equipment, building and repairing—2nd class
18 Test—2nd class
19 Truck driver
20 Welder—2nd class
21 Woodworking—power equipment
22 Radio machine shop operator

G—Classification

1 Arbor press—1st class
2 Buffing—2nd class
3 Coil winder—1st class
4 Dresser and fitter of metal parts
5 Drill press operator—2nd class
6 Filer—1st class
7 Foot press operator—2nd class
8 Foot shearer
9 Grinder—3rd class
10 Group leader—4th class
11 Inspector—3rd class
12 Packer—1st class
13 Stamping machine operator—1st class
14 Stock clerk helper—1st class
15 Test equipment, building and repairing—3rd class
16 Combination janitor and chip remover
17 Truck driver's helper
18 Spray painter's helper

H—Classification

1 Janitors
2 Production assembly line operators—1st class

J—Classification

1 Laborers

L—Classification

1 Arbor press—2nd class
2 Clerks
3 Compounding electrolyte for condensers
4 Coil finishers
5 Coil winding—2nd class
6 Condenser roller
7 Drill press—3rd class
8 Heat treating—2nd class
9 Inspector—4th class
10 Instructors
11 Production sample builder—2nd class
12 Punch press—3rd class
13 Radio repair—3rd class
14 Stock clerk helper—2nd class
15 Test—3rd class

M—Classification

1 Cleaning and stamping coils
2 Foot press—3rd class
3 Hot dip soldering or tinning in pot—1st class
4 Inspector—5th class
5 Matron
6 Parts washer
7 Riveting machine operator
8 Soldering—1st class
9 Stamping machine—2nd class
10 Welding—3rd class
11 Wire stripper
12 Sand and tin coil leads
13 Coil lead trimmer
14 Spray stenciler
15 Transformer pourer
16 Gang condenser straightening and adjusting

P—Classification

1 Air press operator
2 Arbor press—3rd class
3 Coil bobbin assembly
4 Condenser pourer
5 Drill press operator—4th class
6 Filer—2nd class
7 Grinder—4th class
8 Impregnator—2nd class
9 Inspector—6th class
10 Light power screwdriver operator
11 Packer—2nd class
12 Radio repair—4th class
13 Soldering—2nd class
14 Test—4th class
15 Cafeteria workers
16 Hot dip soldering or tinning in pot—2nd class
17
18 Janitress
19 Production assembly line operators—2nd class

COMPANY: Confidential (Radio Equipment)
UNION: Electrical Workers--CIO
LOCATION: Middle Atlantic
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: August 1947
WAGE REOPENING: March 1948
Shift Bonus: 10% for night work

New employees who are classified in occupations having rates within the first eight wage brackets will be paid the applicable starting rate in the Wage Rate Schedule. Such employees will be advanced automatically to the intermediate-progressive rate at the end of four (4) weeks, and at the end of eight (8) weeks, to the base rate of the job.

Wage Brackets	*Start*	*After Four Weeks*	*After Eight Weeks*
1	.88	.93	.98
2	.90	.95	1.00
3	.92	.97	1.02
4	.94	.99	1.04
5	.97	1.02	1.07
6	1.00	1.05	1.10
7	1.03	1.08	1.13
8	1.07	1.12	1.17
9	1.21		
10	1.25		
11	1.29		
12	1.33		
13	1.37		
14	1.41		
15	1.45		
16	1.47		
17	1.49		
18	1.51		
19	1.54		
20	1.58		
21	1.64		

COMPANY: Colonial Radio Corp.
UNION: Electrical Workers--CIO
LOCATION: Riverside, Calif.
SIZE OF COMMUNITY: 25-100,000
EFFECTIVE DATE: August 1947
WAGE REOPENING: May 1948
Shift Bonus: 5% on 2nd, 8% on 3rd shift

SCHEDULE OF RATE PROGRESSION (NON-INCENTIVE OCCUPATIONS)

	Labor Grade	Hiring Rate	1 Mo.	2 Mo.	3 Mo.	4 Mo.	5 Mo.	6 Mo.	9 Mo.	12 Mo.	18 Mo.	Maximum Merit Rate
Automatic Progression	14	.86	.96		1.05							1.05
	13	.89	.99		1.08							1.08
	12	.91	.99		1.08		1.11					1.11
	11	.94	1.00		1.08		1.14					1.14
	10	.98	1.04		1.09		1.15		1.19			1.19
	9	1.01	1.08		1.12		1.16		1.24			1.24
	8	1.06	1.13		1.17		1.22		1.29			1.29
Automatic and Merit Progression	7	1.10		1.17		1.21		1.24	Merit Range			1.34
	6	1.13		1.20		1.24		1.29	Merit Range			1.39
	5	1.18		1.25		1.29		1.33	Merit Range			1.44
	4	1.22		1.29		1.34		1.38	Merit Range			1.49
	3	1.27		1.34		1.38		1.43	Merit Range			1.55
	2	1.34		1.41		1.46		1.52	Merit Range			1.65
	1											1.75

COMPANY: Confidential (Radio Equipment)
UNION: Upholsterers--AFL
LOCATION: Great Lakes
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: February 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 10% on 2nd, 15% on 3rd shift

WOODWORKING DIVISION	Start	30 Days	90 Days	180 Days
SPRAYER	.95	1.00		
CABINET MAKER	.90	.95	1.00	
MACH. OP (EXP)	.85	.90	.95	
MACH. OP. (BEG)	.75	.80	.85	.90
ASSEMBLER (EXP)	.80	.85	.90	
ASSEMBLER (BEG)	.75	.80	.85	.90
FINISHER	.80	.85	.90	
HAND SANDER	.75	.80	.85	

COMPANY: Confidential (Communications Equipment)
UNION: Communications Workers--CIO
LOCATION: Middle Atlantic
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: May 1948

Shift Bonus: 10% for night work

Training Period	Hours	Hourly Rates of Pay
1st	640	$.76
2nd	640	.81
3rd	640	.86
4th	640	.91
5th	640	.96
6th	640	1.01
7th	640	1.06
8th	640	1.11
9th	640	1.17
10th	640	1.23
11th	640	1.29
12th	640	1.35
Graduation Rate		1.41

Job Grade	Starting Rate Day Work	Starting Rate Piece Work	Job Rate Day Work	Job Rate Piece Work
32	$ .76	$ .74	$ .94	$ .92
33	.84	.82	1.03	1.01
34	.94	.92	1.13	1.11
35	1.03	1.01	1.22	1.20
36	1.13	1.11	1.32	1.30
37	1.17	1.15	1.41	1.39
38	1.27	1.25	1.52	1.50
39	1.35	1.33	1.62	1.60
40	1.43	1.41	1.73	1.71
41	1.54	1.52	1.84	1.82

COMPANY: Confidential (Communications Equipment)
UNION: Independent Employees Union
LOCATION: Middle Atlantic
SIZE OF COMMUNITY: 25-100,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: April 1948

Hiring Rate: $26.50 for messengers, office boys, junior mail clerks; $1.03 for following part-time restaurant workers: head cashiers, cashiers and checkers, restaurant hands--heavy work; 94¢ for restaurant hands--light work

Hourly Employees

Grade	Minimum Rate DW	Minimum Rate PW	Job Rate DW	Job Rate PW	Spread	Progression Steps from Minimum Rate to Job Rate 1 mo.	3 mo.	6 mo.	9 mo.	12 mo.	15 mo.
32	$.76	$.74	$.94	$.92	$.18	$.06	$.06	$.06			
33	.84	.82	1.03	1.01	.19	.06	.06	.07			
34	.94	.92	1.13	1.11	.19	.06	.06	.07			
35	1.03	1.01	1.22	1.20	.19		.06	.06	$.07		
36	1.13	1.11	1.32	1.30	.19		.06	.06	.07		
37	1.17	1.15	1.41	1.39	.24		.06	.06	.06	$.06	
38	1.27	1.25	1.52	1.50	.25		.06	.06	.06	.07	
39	1.35	1.33	1.62	1.60	.27		.06	.06	.06	.06	$.03
40	1.43	1.41	1.73	1.71	.30		.06	.06	.06	.06	.06
41	1.54	1.52	1.84	1.82	.30		.06	.06	.06	.06	.06

Weekly Salaried Employees

Grade	Minimum Rate	Job Rate	Spread	Progression Steps from Minimum Rate to Job Rate 1 mo.	3 mo.	6 mo.	9 mo.	12 mo.	15 mo.
202	$29.50	$36.50	$7.00	$2.25	$2.25	$2.50			
203	32.50	40.00	7.50	2.25	2.25	3.00			
204	36.50	43.75	7.25	2.25	2.25	2.75			
205	40.00	47.25	7.25		2.25	2.25	$2.75		
206	43.75	51.25	7.50		2.25	2.25	3.00		
207	45.25	54.75	9.50		2.25	2.25	2.25	$2.75	
208	49.25	59.00	9.75		2.25	2.25	2.25	3.00	
209	52.25	62.75	10.50		2.25	2.25	2.25	2.25	$2.50
210	55.50	67.00	11.50		2.25	2.25	2.25	2.25	2.50
211	59.75	71.25	11.50		2.25	2.25	2.25	2.25	2.50
212	63.75	75.25	11.50		2.25	2.25	2.25	2.25	2.50

The same scale of wages shall apply to male and female employees assigned to the same tour of duty.

RUBBER AND RUBBER PRODUCTS

COMPANY: Armstrong Cork Co.

UNION: Teamsters--AFL

LOCATION: South Gate, Calif.

SIZE OF COMMUNITY: Over 500,000

Class	Rate
1	$1.08
1½	1.10
2	1.12
2½	1.14
3	1.16
3½	1.19
4	1.22
4½	1.26
5	1.30
5½	1.35
6	1.40
6½	1.50
7	1.56
7½	1.63

EFFECTIVE DATE: December 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

Class 1.
- Frame Scrapper
- Carton Maker
- Janitor
- Watchman

Class 1½
- Scrap Man
- Mottle Man
- Press Operator
- Packer
- Stocker

Class 2
- Chief Watchman
- Shipping Helper

Class 2½
- Batch Maker
- Material Man

Class 4
- Color Weigher
- Inspector
- Paste Operator

Class 4½
- Mix Operator
- Calender Operator
- Shipping Clerk

Class 6½
- Mechanic 2nd Class

Class 7½
- Mechanic 1st Class

COMPANY: American Container Co.

UNION: Auto Workers--CIO

LOCATION: Depew, N. Y.

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 10¢ under job rate; 5¢ increases after 30 and 60 days

Shift Bonus: 7¢ for night work

CLASSIFICATION	Wage Rate
Pressing Department	
Moldman	1.31
Case press man	1.28
Relief man	1.28
Pan weigh man	1.17
Trimmer	1.15
Cooler	1.11
Weigh helper	1.11
Milling Department	
Banbury operator	1.28
Mill man	1.24
Mill helper	1.21
Compounder	1.17
Rubber Weighman	1.11
Warehouse Department	
Warehouse lead man	1.21
Inspector	1.17
Leader	1.17
Raw Material supply man	1.15
Wharehouse man-shipping	1.15
Wharehouse man-receiving	1.11
Speciman preparer	1.11
Box piler	1.11
Maintenance Department	
Lead man	1.28
Maintenance man	1.15
Oiler	1.11
Janitor	1.08

COMPANY: Confidential (Synthetic Rubber)
UNION: Distillery Workers--AFL

LOCATION: South Central

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: None specified; 1-yr. agmt.

CLASSIFICATION		RATE PER HOUR
Boiler Operator	Hiring	$1.22
	After (2) months	1.33
	After (6) months	1.44
	After (12) months	1.49
Boiler Operator Helper	Hiring	1.11
	After (1) month	1.16
	After (3) months	1.22
Head Carpenter	Hiring	1.27
	After (1) month	1.38
	After (3) months	1.60
Carpenter	Hiring	1.33
	After (1) month	1.38
	After (3) months	1.44
Electrician 1st Class	Hiring	1.33
	After (1) month	1.44
	After (2) months	1.55
	After (6) months	1.60
Electrician 2nd Class	Hiring	1.33
	After (1) month	1.38
	After (3) months	1.44
Janitor	Hiring	.94
	After (1) month	1.00
	After (3) months	1.05
Laborer	Hiring	.94
	After (1) month	1.00
	After (3) months	1.05
Machinist 1st Class	Hiring	1.44
	After (1) month	1.49
	After (3) months	1.60
Machinist 2nd Class	Hiring	1.33
	After (1) month	1.38
	After (3) months	1.44
Mechanic 1st Class	Hiring	1.44
	After (1) month	1.49
	After (3) months	1.60
Mechanic 2nd Class	Hiring	1.33
	After (1) month	1.38
	After (3) months	1.44
Mechanic's Helper	Hiring	1.05
	After (1) month	1.11
	After (3) months	1.22
Oiler	Hiring	$1.11
	After (1) month	1.16
	After (3) months	1.27
Head Painter	Hiring	1.27
	After (1) month	1.38
	After (3) months	1.60
Painter	Hiring	1.22
	After (1) month	1.27
	After (3) months	1.44
Head Lagger	Hiring	1.33
	After (1) month	1.38
	After (3) months	1.60
Lagger	Hiring	1.33
	After (1) month	1.38
	After (3) months	1.44
Head Pipe Fitter	Hiring	1.33
	After (1) month	1.44
	After (3) months	1.55
	After (6) months	1.60
Pipe Fitter	Hiring	1.33
	After (1) month	1.38
	After (3) months	1.44
Welder 1st Class	Hiring	1.44
	After (1) month	1.49
	After (3) months	1.60
Welder 2nd Class	Hiring	1.33
	After (1) month	1.38
	After (3) months	1.44
Refrigerator Operator	Hiring	1.22
	After (2) months	1.33
	After (6) months	1.44
	After (12) months	1.49
Relief Operator	Hiring	1.33
	After (2) months	1.44
	After (6) months	1.55
	After (12) months	1.60
Chemical Operator 1st Class	Hiring	1.22
	After (2) months	1.33
	After (6) months	1.44
	After (12) months	1.49
Chemical Operator 2nd Class	Hiring	$1.16
	After (2) months	1.27
	After (6) months	1.33
	After (9) months	1.38
Chemical Helper	Hiring	1.00
	After (1) month	1.05
	After (2) months	1.11
	After (6) months	1.22
Laboratory Technician	Hiring	1.22
	After (2) months	1.33
	After (6) months	1.44
	After (9) months	1.49
Laboratory Assistant	Hiring	1.11
	After (1) month	1.16
	After (2) months	1.22
	After (6) months	1.33
Receiving Clerk	Hiring	1.00
	After (1) month	1.05
	After (2) months	1.11
	After (6) months	1.22
Warehousemen	Hiring	1.00
	After (1) month	1.05
	After (3) months	1.11
Lift Truck (Dolly Operator)	Hiring	1.05
	After (1) month	1.11
	After (3) months	1.16
Truck Driver	Hiring	1.11
	After (1) month	1.16
	After (3) months	1.22

Note: In operation of bulldozer the rate will be 10¢ higher than truck driver rate when operated for full shift.

COMPANY: Confidential (Rubber-base Paints)
UNION: Rubber Workers--CIO

LOCATION: Middle West

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 4¢ on 2nd, 8¢ on 3rd shift

CLASSIFICATION	RATE
TUBER MAN	
Starting - Old employees	$ 1.085
After 6 weeks	1.135
After 10 weeks	1.185
After 6 months	1.235
Top	1.285
Top - In charge of shift	1.335
MILL MAN - (Mixing and Warm-Up)	
Starting	1.035
After 6 weeks	1.085
After 13 weeks	1.135
COMPOUND MAN	
Starting	1.01
After 6 weeks	1.085
After 13 weeks	1.115
Second Man in Compound Room	
Starting	.955
After 2 weeks	1.05
After 6 weeks	1.075
BANBURY MAN	1.135
BANBURY MAN MIXING BLACK	1.185
BANBURY MAN - RESERVE	1.085
VALVING MAN ON TUBER	
Starting	.975
After 3 weeks	1.005
After 6 weeks	1.05
STRAINER MAN	
Starting	1.055
After 6 weeks	1.085
FLOOR MEN & EXTRA MEN IN MILL ROOM	
Starting	.955
After 6 weeks	.985
HOLLAND GIRL ON TUBER	
Starting	.805
After 6 weeks	.855
After 13 weeks	.905
TAKE-OFF CONVEYOR, REMOVE SOAPSTONE AND TRAY - Female	
Starting	.805
After 6 weeks	.855
After 13 weeks	.905
TAKE-OFF CONVEYOR, STOCK MAN	
Starting	$ .955
After 6 weeks	.985
After 13 weeks	1.035
SERVICE OPERATOR - MILL ROOM	1.22
OPERATING ENGINEER	1.22
FIREMEN-OILERS	1.04
MAINTENANCE MAN #1	1.09
MAINTENANCE MAN #2	1.02
CHIEF MAINTENANCE MAN	1.14
TRUCK DRIVER	1.09
TRUCK DRIVER - EXTRA	1.02
FLOOR MAN & EXTRA MEN (Not in Mill Room)	
Starting	.94
After 6 weeks	.97
SERVICE OPERATOR - MOLDING ROOM	1.22
TUBE MOLDERS - MINIMUMS	
Starting	.94
After 4 weeks	.97
After 8 weeks	.99

MOLD CLEANING & REPAIR
Starting .95
After 6 weeks .98
After 13 weeks 1.02

SERVICE OPERATOR, BUILDING - Female 1.13

FLOOR RATE - Women and Extras
Starting .76
After 6 weeks .78
After 13 weeks .83

SHIPPING DEPT. SERVICE OPERATOR - Male 1.22

SHIPPING CLERK #1 1.11

SHIPPING CLERK #2 1.06

REPAIRING TUBES - Male $ .97

CARTON STITCHING - Female
Starting .805
After 6 weeks .855
After 13 weeks .905

CARTON STITCHING - Male
Starting .94
After 6 weeks .97

GROUP INSPECTORS - Female
Includes inflator, inspector and deflator 1.08

FINAL INSPECTOR - Male 1.08

PACKING, SERVICE OPERATOR - Female 1.13

STAMPING COVERS - Female .83

CUTTERS - Male 1.11

PLACE ON VALVE - Female
Starting .83
After 6 weeks .88
After 13 weeks .93

PRESS VALVES - Female
Starting .83
After 6 weeks .88
After 13 weeks .93

SOAPSTONE AND TRAY - Female
Starting .83
After 6 weeks .88
After 13 weeks .93

OPERATION	RATE
CEMENTING VALVES - Female	
2 coats	.00241 per valve
3 coats	.00362 per valve
MOLDING	
W-X-I for Butyl Stock on molds	.0179 per tube
Sizes A-R-S-U-F-O-T for Butyl stock on molds.	.0177 per tube

OPERATION	RATE
MAKING BOX TOPS - Female	.282 C
MAKING BOX BOTTOMS - Female	.256 C

(The above 2 rates do not include getting materials and stacking boxes).

MAKING BOX TOPS - Female .32 C

MAKING BOX BOTTOMS - Female .296 C

(The above 2 rates include getting materials and stacking boxes).

MAKING ONE-PIECE BOXES - Female
A new piece rate will be established so as to give the equivalent of .9603, which is the same as making box tops and bottoms including the present 10¢ overall adjustment.

PACKING - Female
1 piece box:
O-T-R-S-U-F-A .006 per tube
W-I-X .00697 per tube
2 piece box:
O-T-R-S-U-F-A .00635 per tube
W-I-X .00762 per tube

PRINTING TUBES - Female
O-T-R-S-U-F-A .00236 per tube
W-I-X .00251 per tube

GRADE 4 .....$1.15 to $1.23

Maintenance 2nd Class
Carpenter 2nd Class
Fireman 1st Class
Painter 2nd Class
Plastic Press Operator (Hand)
Mold Setter 2nd Class
Electrician 3rd Class
Tank Builder
Calendar Operator
Soft Metal Molding
Miscellaneous Press Operator
Pipefitter 2nd Class
Turner (Hand)
Jar and Tank Grinder
Shipping Clerk
Special Pressman

GRADE 3 .....$1.19 to $1.28

Welder 2nd Class
Tinsmith
Mason
Electrician 2nd Class

GRADE 2 .....$1.28 to $1.37

Painter 1st Class
Pipefitter 1st Class
Mold Setter 1st Class
Welder 1st Class
Carpenter 1st Class

GRADE 1

D. $1.37

Machinist 3rd Class
Maintenance Machinist 1st Class

C. $1.46

Machinist 2nd Class
Electrician 1st Class
Carpenter Leader
Welder Blacksmith
Pipefitter Leader

B. $1.55

Machinist 1st Class
Maintenance Machinist Leader

A. $1.65

Tool and Die Maker

NOTE: Any employee placed in any of the foregoing jobs shall be paid the minimum rate for the grade. Within sixty (60) work days thereafter he shall be given the top rate for the grade, provided he is qualified to perform the work.

COMPANY: Confidential

UNION: Firemen and Oilers--AFL

LOCATION: New England

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 97½¢ for maintenance & powerhouse men, 5¢ increase to $1.02½ min. after 5 wks.

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

JOB TITLE		CLASS	RATE
Working Leader-Millwright 1st Class		9	$1.665
Electrician	1st Class	7	1.455
	2nd "	5	1.295
Machinist	1st Class - Head Washer and Gasket Cutter Maker	9	1.655
"	1st Class	7	1.455
"	2nd "	5	1.295
"	3rd "	4	1.23
"	Maintenance	6	1.37
Millwright	1st Class	7	1.455
"	2nd Class	5	1.295
"	3rd "	4	1.23
Pipefitter	1st Class	7	1.455
"	2nd "	5	1.295
Welder	1st Class	7	1.455
Carpenter	1st Class	6	1.37
Painter	1st Class	5	1.295
Chief Oiler and Machine Inspector		5	1.295
Oiler and Machine Inspector		4	1.23
Mechanic 2nd Shift		7	1.505 *
" 3rd Shift		6	1.47 **
Fireman		6	1.37

* Includes 5¢ shift differential

** Includes 10¢ shift differential

All other rates are for 1st shift

PACKING LINE SERVICE - Female
Including carrying covers and bottoms to packers, sealing cartons, stitching and carrying away cartons, putting boxed tubes in cartons, stamping cartons. To be paid 90% of the packing line average earnings or the specified rate of carton stitcher, whichever is higher.

ELECTRIC SPLICERS -

Female	.00555 per tube
Die Change	.058 per change

COMPANY: Confidential (Hard Rubber Containers)

UNION: Rubber Workers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: January 1947

WAGE REOPENING: At any time

Grade and Classification: *Rate Range*

GRADE 9 .....$0.855 to $0.935
Female

GRADE 8 .....$0.935 to $0.97
Sweeper
Window Washer
Trucker (Hand)
Tumbler
Laborer
Leader Inspection and Control
Janitor
Yard Man
Learners
Recure Pipe Bits
Straightening Covers
Scale Man

GRADE 7 .....$0.97 to $1.02
Coal Passer
Ash Wheeler
Stock Carrier
Packer
Testing and Inspection, No. 51
Repair, No. 51
Pill Machine Operator
Pipefitter Helper
Female Lead Inspector
Calendar Helper
Tube Machine Helper
Tin Plater
Scrap Sorting and Cracking
Bliss Cutting Machine Operator
Cover Finishing
Cementer, No. 98
Lead Janitor
Electric and Gas Truck Drivers

Hiring Rate: 93½¢ for men, 85½¢ for women

Shift Bonus: 5¢ on 2nd, 7½¢ on 3rd shift

Mold Cleaner
Straightening Jars
Factory Clerks
Vulcanizer
Oiler
Core Man
Sheet Loading (Vulcanizer)
Miscellaneous Hard Rubber Finishers

GRADE 6 .....$1.02 to $1.07
Tank Straightening
Blown Lead (Female)
Banbury Operator
Buffing and Polishing
Tool and Maintenance Clerk
Soapstone Cure
Tin Roll
Tin Caster
Tube Machine Operator
Stock Cutter, No. 21

GRADE 5 .....$1.07 to $1.15
Mill Operator
Dust Mill Operator
Mold Caster
Injection Machine Operator
Stock Weigher
Compounder
Finisher and Assembler Tanks
Pipefitter 3rd Class
Wash and Dry
Lead Inspector
Boxmaker
Jar Builder
Maintenance Machinist 3rd Class
Lead Bushing Machine Operator
Automobile Driver
Plastic Press Operator (Automatic)
Monobloc Press Operator
Stock Cutter, No. 98

COMPANY: Confidential

UNION: Rubber Workers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: $140 per mo. for office employees

OFFICE EMPLOYEES Job Grade	Minimum	Six Months Service Increment	Maximum
1	$140.00	$145.00	$160.00
2	140.00	145.00	180.00
3	160.00	—	200.00
4	180.00	—	220.00
5	200.00	—	247.50

COMPANY: Confidential

UNION: Rubber Workers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: $1.00 for men, 6¢ increase to $1.06 min. after 2 wks.

Shift Bonus: 7¢ for night work

Job Class	Rate of Pay
1	$1.06
2	1.085
3	1.115
4	1.175
5	1.235
6	1.325
7	1.435

COMPANY: Confidential

UNION: Federal Labor Union--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: April 1948

Hiring Rate: 89¢ for men, 75¢ for women; men receive 3¢ increase after 5 wks.

Shift Bonus: 5¢ on 2nd, 8¢ on 3rd shift

Male Employees

Job Class	Rate Range Minimum Rate	Rate Range Maximum Rate
Starting Rate (5 weeks maximum)	$.89	$.89
0	.92	.92
1	.92	.95
2	.95	1.00
3	1.00	1.05
4	1.05	1.11
5	1.11	1.19
6	1.19	1.29
7	1.29	1.42
8	1.42	1.56

Female Employees

Job Class	Rate Range Minimum Rate	Rate Range Maximum Rate
0	$.75	$.75
1	.75	.78
2	.78	.83
3	.83	.88
4	.88	.93

COMPANY: Confidential (Rubber Novelties)
UNION: Rubber Workers--CIO
LOCATION: Great Lakes
SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: March 1947
WAGE REOPENING: At any time after September 1947

MILL ROOM

Mill Room Sweeper, 2nd Floor	.92½
Mill Room Stock Man	1.03
Cut Off Machine Helper	1.03
Refiner Operator	1.14
Pre-Cutter Operator	1.19
Banbury Weigh Man	1.30
Compound Man	1.30
Cut Off Machine Operator	1.30
Grinder and Kettle Man	1.30
Calender Mill Man	1.30
No. 11 Banbury Operator	1.35
Calender Operator	1.40
Sheet Off Man, 84" Mill	1.30
Rubber Saw Operator	1.30
Tuber Feeder	1.14
Cooling Hook Unloader	1.09
Reclaim Mixer	1.19

PRESS ROOM

Press Room Stock Man	1.03
Lathe Cut Curing Operator	1.09
Press Operator	1.30
Lift Truck Operator	1.20
Stock Cutter & Inspector	1.03
Wheel Tumbler Operator	1.09
Slicer Operator	1.09

MAINTENANCE, FIREMEN, YARD, ETC.

Yard Man	1.10
Car Unloader	
Yard Tractor Operator	1.20
Carpenter, Grade C	1.20
Factory Janitor	.93
Shipping Room Helper	1.03
Fireman	1.19
Mold Maintenance	1.20
Machine Maintenance, Grade C	1.20
Maintenance Machinist, Grade C	1.30
Die Maker, Grade C	1.30
Machine Maintenance, Grade B	

FINISHING DEPARTMENT

Starter, Tred Conveyor	.90
Assembly Table Operator	.90
Stapler, Tred Conveyor	.90
Sole Inspector, Tred Conveyor	.90
Assembly Table Supply Girl	.90
Packer, Tred Conveyor	.90
Inspector & Trimmer, Tap Conveyor	.90
Inspector & Packer, Gaskets & Light Materials	.90
Sorter	.90
Sheet Trimmer	.90
Sheet Packer	.90
Lathe Cut Machine Operator	.95½
Air Press Operator	.95½
Inspector & Packer, Soles and Heels (not conveyorized)	.90
Boxmaker, Tred Conveyor	.90
Cement Tuber Operator	.98
Beam Clicker	.98
Job Instructor	.98
Stock Man, Department No. 40	.98
Punch Press Operator (Wheels)	.98
Dip Conveyor Loader & Unloader	.90
Air Press Stock Preparer	.90
Toy Wheelers	.90
Toy Decorators	.90
Utility Sole Buffer	.90
Tred and Sheet Buffer	.90
Rotary Trimmer	.95½

COMPANY: Confidential (Hard Rubber Products, Plastics)
UNION: Rubber Workers--CIO
LOCATION: Great Lakes
SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: August 1947
WAGE REOPENING: December 1947

Hiring Rate: 70¢ for machine shop apprentices, 5¢ increase every 3 mos.; 85¢ min., but not less than 15¢ below job rate

Shift Bonus: 5% on 2nd, 7½% on 3rd shift

COMPANY: Confidential (Rubber Goods)
UNION: Rubber Workers--CIO
LOCATION: Great Lakes
SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: April 1947
WAGE REOPENING: February 1948

Hiring Rate: $1.08 for men, 93¢ for women

COMPANY: Confidential (Linoleum)

UNION: Rubber Workers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: June 1948

Hiring Rate: 91¢ for men, 79¢ for women, increase to classification rate after 4 wks.; $1.01 min. for men, 83½¢ for women

Shift Bonus: 9¢ for night work

J. C. Points	Job Class	Rate
0-145	1	$1.01
150-195	1½	1.03
200-245	2	1.05
250-295	2½	1.07
300-345	3	1.09
350-395	3½	1.11
400-445	4	1.13
450-495	4½	1.17
500-545	5	1.21
550-595	5½	1.27
600-645	6	1.32
650-695	6½	1.38
700-745	7	1.44
750-795	7½	1.50
800-845	8	1.56
850-895	8½	1.62
900-945	9	1.68
950-995	9½	1.74

COMPANY: Confidential

UNION: Local Industrial Union--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: October 1947

WAGE REOPENING: April 1948

Hiring Rate: $1.13 for yard employees; $1.05 for watchmen

Regular Work	Hourly Rate
Yard Checkers	$1.17
Rigger/Erector	1.23
Part Time Pushers	1.23
Yard Workers	1.13
Barge Tenders	1.14
Stevedoring/Mat'l Handling	
Yard Workers, Checkers	1.75
Part Time Pushers	1.85
Rigger/Erector	1.85

COMPANY: Confidential

UNION: Rubber Workers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: May 1948

Hiring Rate: $1.00 for men, 85¢ for women; 5¢ increase to $1.05 and 90¢ after 2 wks.

Shift Bonus: 4¢ on 2nd, 6¢ on 3rd shift

Job Class	Rate per Hour Men	Rate per Hour Women
1	$1.05	$.90
2	1.08½	.93
3	1.12½	.96
4	1.17½	1.00
5	1.26½	1.05
6	1.36½	1.10
7	1.46½	
8	1.56½	
9	1.66½	

COMPANY: Confidential (Tires, Tubes)

UNION: Teamsters--AFL

LOCATION: Pacific

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: At any time

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

JOB CLASSIFICATIONS	RATES
Grade III	$1.27-1.47
Crane Operator	
Crane Rigger	
Vehicle Operator, Heavy Duty	
Grade IV	1.17-1.37
Power Truck Operator	
Vehicle Operator, Medium Duty	
Grade V	1.07-1.27
Automotive Service Man	
Warehouseman	
Grade VI	1.02-1.12
Packer	
Vehicle Operator, Light Duty	

COMPANY: Confidential (Rubber Stamps)

UNION: Electrical Workers--CIO

LOCATION: Middle West

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: April 1948

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

ETCHING DEPARTMENT

Man-in-Charge	$1.55
Etcher Machine hand (Journeyman)	1.25
Printer Journeyman)	1.15

SEAL AND STENCIL DEPARTMENT

Stencil Cutter & Seal Maker, Man-In-Charge	1.35
Stencil Cutter & Seal Maker, Journeyman	1.15

RUBBER STAMP DEPARTMENT

Stamp moulder, Man-in-Charge	1.28
Stamp moulder, Journeyman	1.15

APPRENTICES		HELPERS	
1st 6 months	.85	1st month	.83
2nd " "	.90	After 3 mos.	.88
3rd " "	.95	After 6 mos.	.93
4th " "	1.00	After 12 mos.	1.02
5th " "	1.05		
6th " "	1.10		

Thereafter Journeyman's rate

COMPANY: Confidential (Tires)

UNION: Rubber Workers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: September 1947

WAGE REOPENING: July 1948

Hiring Rate: 77¢ for men, 62¢ for women (or 75% of base rate for job, whichever is greater)

Shift Bonus: 6¢ for night work

COMPANY: Confidential (Tires)

UNION: Rubber Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: At any time

Hiring Rate: $1.03 min. for men; 83¢ hiring rate for women, 93¢ min. after 2 wks.

Shift Bonus: 3¢ for night work

COMPANY: Confidential

UNION: Federal Labor Union--AFL

LOCATION: New England

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates: $1.02½ min. for men, 82½¢ for women, after 1st 5 wks. of employment

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

COMPANY: Confidential

UNION: Rubber Workers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: January 1948

Hiring Rate: $1.03 for men, 88¢ for women; 5¢ increase to $1.08 and 93¢ mins. after 2 wks.

SHIPBUILDING

COMPANY: Alabama Dry Dock and Shipbuilding Co.

UNION: Marine and Shipbuilding Workers--CIO

LOCATION: Mobile, Ala.

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified: agmt. expires June 1948

Shift Bonus: 5¢ on 2nd shift, when 2 shifts are operating; 5¢ on 2nd shift, plus 8 hrs. pay for 7½ hrs. work, and 5¢ on 3rd shift, plus 8 hrs. pay for 7 hrs. work, when 3 shifts are operating

	1st. Class	2nd. Class	3rd. Class
Air Compressor Maintenance Operator	$1.50	$1.40	$1.30
Air Compressor Operator	1.30		
Anglesmith	1.58	1.50	1.40
Anglesmith Helper	1.16		
Blacksmith	1.50	1.40	1.30
Blacksmith (Heavy Forge)	1.58		
Blacksmith (Heavy Forge) Helper	1.16		
Blacksmith, Steam or Air Hammer Operator	1.16		
Boilermaker	1.50	1.40	1.30
Bull Gang Rigger and Erector	1.30		
Burner	1.50	1.40	1.30
Carpenter	1.50	1.40	1.30
Caulker (Wood)	1.50	1.40	1.30
Cement Finisher	1.50	1.40	1.30
Chauffeurs	.92		
Chipper and Caulker (Steel)	1.50	1.40	1.30
Cold Pressman	1.50	1.40	1.30
Cold Press Operator	1.16		
Coppersmith	1.53	1.40	1.30
Crane Operators:			
Derrick Barge	1.50	1.40	1.30
Electric Shop	1.50	1.40	1.30
Gantry (Heavy)	1.58	1.50	
Gantry (Light)	1.50	1.40	1.30
Locomotive, all types	1.50	1.40	1.30
Dinky Operators	1.40	1.30	
Dockmen	1.25	1.10	1.00
Electricians	1.50	1.40	1.30
Erectors	1.38	1.30	
Firemen	1.16	1.05	(60 days)
Firemen (Stationary or Crane Boilers)	1.16	1.10	
Frame or Bar Furnaceman	1.58	1.50	1.40
Frame or Bar Furnaceman Helper	1.16		
Generator (Acetylene) Maintenance Operator	1.50	1.40	1.30
Generator (Acetylene) Operator	1.30		
Groundsmen	1.24	1.21	
Handymen, all trades	1.20 (180 days)	1.10	(90 days)
Helpers, all trades with 90 days' experience	1.05		
Helpers, all trades with less than 90 days' experience	.98		
Joiners, Cabinet Makers	1.50	1.40	1.30
Laborers	.93		
Launchmen	1.16		
Layer-Outs	1.50	1.40	1.30
Loftsmen	1.71	1.58	1.50
Machinist (Inside or Outside)	1.50	1.40	1.30
Moulder and Foundryman	1.50	1.40	1.30
Painter	1.50	1.40	1.30
Patternmaker	1.71	1.58	1.50
Pipe Coverers	1.50	1.40	1.30
Pipefitter	1.50	1.40	1.30
Plumber	1.50	1.40	1.30
Punch and Shearer (Mechanic)	1.38	1.30	
Punch and Shearer Machine Operator	1.16		
Rigger (Ship)	1.50	1.40	1.30
Rigger Handler (Heavy Machinery)	1.40	1.30	
Riveter	1.50	1.40	1.30
Rivet Heater	1.10		
Rivet Holder-on (Bucker)	1.16		
Rivet Passer	.98		
Rolls (Plate) Mechanic	1.50	1.40	1.30
Rolls (Plate) Operator	1.16		

Saw Filer	1.50	1.40	1.30
Scaler and Rough Painter (Brush)	1.16		
Sheet Metal Worker	1.50	1.40	1.30
Shipfitter	1.50	1.40	1.30
Shipwright	1.50	1.40	1.30
Sign Painters	1.66		
Specialists	1.68	1.62	1.58
Spray Painter (Shipbuilding)	1.45		
Spray Painter (Repair) (In agreed-upon Locations)	1.50		
Tank Tester	1.50	1.40	1.30
Vacuum Barge Men	1.15		
Welder (Electric or Acetylene)	1.50	1.40	1.30

Premiums to be paid while actually engaged on the following work:

Mineral wool (including Fiber Glass, etc.) ..... 10c per hour

Welding and / or Burning on Galvanized surfaces ..... 05c per hour

Welding - Electric or Aceylene Where the finished work is required to be subjected to a Hydrostatic or Steam, or Compressed air, Pressure Test and proven tight ..... 10c per hour

Applicable on work requiring B. M. I. N. or Hartford Test only.

OTHER RATES

Maids and Porters

Maids	.80	.90
Maids, Group Leaders	.90	1.00
Porters	.90	.95
Porters, Group Leaders	.95	1.05
Trailer Operators	1.38 (According to size)	1.27
Truck Drivers	1.27 (According to size)	1.05
Time Checker, Sr., Class I	1.40	1.50
Time Checker, Sr., Class II	1.25	1.35
Time Checker, Class I	1.10	1.20
Time Checker, Class II	1.00	1.10
Material Checker, Sr., Class I	1.30	1.40
Material Checker, Sr., Class II	1.15	1.25
Material Checker, Class I	1.00	1.10
Material and Tool Handler	.95	
Field Clerks, 1st. class	1.00	1.10
Field Clerks, 2nd. class	.85	.95

PIECE WORK RATES

Scaling, per 100 sq. ft. $4.80

Scaling and one coat of paint, per 100 sq. ft. 5.18

(Scaler to erect, shift, and dismantle his own scaffolding or staging. All classes of scaling and rough painting performed on piece work rates to be made available to First-Class Dockmen in addition to Scalers and Rough Painters, if and when the Dockmen are not otherwise required for their regular duties of docking, shifting, and undocking vessels or other operations in connection with same.)

Burning deck rivets, per 100 ..... $1.84

Burning structural, bulkhead, and shell rivets, per 100 ..... 2.51

Cutting 3/8" to 1 1/4" plate, per 100 ft. 8.40

Cutting plate lighter than 3/8" ..... day work

(All burning in extra bad locations will be carried out at a rate to be agreed upon in each particular instance.)

RIVETING

Location Size:	5/8"	3/4"	7/8"	1"	1-1/8" 1-1/4"
Deck Rivets	$7.92	$ 9.23	$ 9.23	$10.11	$10.95
Bulkhead Rivets	7.92	10.83	10.83	11.73	12.55
Structural Rivets	7.92	10.11	10.11	11.00	11.82
Shell Rivets, Open Tank	7.92	10.96	11.82	12.73	13.56
Shell Rivets, Dbl. Bottom	7.92	11.96	12.82	13.73	14.56

Location Size:	5/8"	3/4"	7/8"	1"	1-1/8" 1-1/4"
Keel Rivets, Open Tank	7.92	12.39	13.22	14.88	14.88
Keel Rivets, Dbl. Bottom	7.92	13.39	14.22	15.88	15.88
Hatches and other riveting in shop	7.92	7.92	7.92	7.92	7.92

It will be noted that all double bottom rivets (except 5/8") carry one dollar per hundred bonus. All rivets in forepeaks, after peaks, engine room, fire room, deep tanks, lower dry cargo holds, pumprooms, and cofferdams shall take double-bottom rates.

Split-Up: Riveter, ... 46% of total
Bucker, ... 27% of total
Heater, ... 27% of total

COMPANY: Dravo Corp., Engineering Works Div.
UNION: Marine and Shipbuilding Workers--CIO
LOCATION: Wilmington, Del.
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: August 1947
WAGE REOPENING: None specified; agmt. expires June 1948

Shift Bonus: 7% on 2nd and 3rd shift

CLASSIFICATION	CLASS	RATES
Burner	1st	$ 1.50
	2nd	1.42
	3rd	1.34
Air Compressor Operator	1st	1.42
	2nd	1.34
Anglesmith	1st	1.50
	2nd	1.42
	3rd	1.34
Banding Machine Operator	1st	1.42
	2nd	1.34
	3rd	1.28
Blacksmith	1st	1.50
	2nd	1.42
	3rd	1.34
Boiler Maker	1st	1.50
	2nd	1.42
	3rd	1.34
Bolter (Ship & Shop)	1st	1.50
	2nd	1.42
	3rd	1.34
Brekaman	1st	1.34
Brezer (Silver)	1st	1.50
	2nd	1.42
	3rd	1.34
Buckleman	1st	1.50
	2nd	1.42
	3rd	1.34
Carpenter	1st	1.50
	2nd	1.42
	3rd	1.34
Checker & Clerk	1st	1.28
	2nd	1.23
	3rd	1.18
Chippers	1st	1.50
	2nd	1.42
	3rd	1.34
Copper Pipefitter	1st	$ 1.50
	2nd	1.42
	3rd	1.34
Coppersmith	1st	1.86
	2nd	1.73
	3rd	1.60
Creneman-Under 15 Tons	1st	1.42
Craneman-Over 15 Tons (See Pg. VII)	2nd	1.34
Craneman -(Gentry-Inc. Mobile)	1st	1.56
	2nd	1.50
	3rd	1.42
Dinky Operator	1st	1.50
	2nd	1.42
	3rd	1.34
Driller & Reemer	1st	1.50
	2nd	1.42
	3rd	1.34
Drill Press Operator	1st	1.34
	2nd	1.28
	3rd	1.24
Electrician	1st	1.50
	2nd	1.42
	3rd	1.34
Expeditor	1st	1.50
	2nd	1.42
	3rd	1.34
Fire Guards or Fire Fighters	1st	1.23
	2nd	1.15
Firemen (Boiler)	1st	1.34
	2nd	1.28
	3rd	1.23
Fireman (Ship's Boilers)	1st	1.34
	2nd	1.28
Furneceman	1st	1.50
	2nd	1.42
	3rd	1.34
Galvenizer	1st	1.42
	2nd	1.34
	3rd	1.28
Grinder (Precision)	1st	$ 1.50
	2nd	1.42
Grinder	1st	1.28
Guard	1st	1.23
	2nd	1.15
Heater (Rivet) (Includes Passer) (Includes Sticker)	1st	1.23
Helper	1st	1.23
Holder-on (Bucker-up)	1st	1.34
Horizontal Boring	1st	1.50
	2nd	1.42
	3rd	1.34
Janitor	1st	1.10½
Jeep Operator	1st	1.23
Joiner	1st	1.50
	2nd	1.42
	3rd	1.34
Laborer	1st	1.10½
Laborer (While using power tools-Inc. Cement Finishing)	1st	1.23
Layerout	1st	1.50
	2nd	1.42
	3rd	1.34
Leederman	12½¢ per hour above first class	
Loftman	1st	1.72
	2nd	1.68
	3rd	1.62
Machinist (Erection)	1st	1.50
	2nd	1.42
	3rd	1.34
Machinist (Inside)	1st	1.50
	2nd	1.42
	3rd	1.34
Machinist (Installation)	1st	1.50
	2nd	1.42
	3rd	1.34
Machinist (Maintenance)	1st	$ 1.50
	2nd	1.42
	3rd	1.34
Machine Fitter (Shop)	1st	1.50
	2nd	1.42
	3rd	1.34
Machine Tool Operator (Slotter-Shaper-Key Seater)	1st	1.34
	2nd	1.28
Mechanic (Engine Maintenance)	1st	1.50
	2nd	1.42
	3rd	1.34
Milling Mechine Operator	1st	1.42
	2nd	1.34
	3rd	1.28
Oiler and Wiper (Steamship)	1st	1.34
	2nd	1.28

Painter	1st	1.50
	2nd	1.42
	3rd	1.34

Painters engaged in spray painting shall be paid eleven (11) cents per hour above their base rates while so engaged.

Painter (Sign)	1st	1.57
Pipe Fitter	1st	1.50
	2nd	1.42
	3rd	1.34
Planer Hand (Structural)	1st	1.50
	2nd	1.42
	3rd	1.34
Power House Engineer	1st	1.50
	2nd	1.42
Punch Operator	1st	1.42
	2nd	1.34
	3rd	1.28
Punch Operator (Rack)	1st	1.42
	2nd	1.34
Red Leader	1st	1.23
Rigger	1st	$ 1.50
	2nd	1.42
	3rd	1.34
Riveter	1st	1.50
Sand Blaster	1st	1.42
	2nd	1.34
	3rd	1.28
Shearman	1st	1.42
	2nd	1.34
	3rd	1.28
Sheet Metal Worker (or mechanic)	1st	1.50
	2nd	1.42
	3rd	1.34
Shipfitter	1st	1.50
	2nd	1.42
	3rd	1.34
Specialist	1st	1.68
	2nd	1.62
	3rd	1.56
Steam Whirler	1st	1.50
	2nd	1.42
	3rd	1.34
Steam Whirler Fireman (Lic.)	1st	1.28
Straightener (Structural Shop)	1st	1.42
	2nd	1.34
	3rd	1.28
Stud Gun Operator	1st	1.34
	2nd	1.28
	3rd	1.23
Tacker (Welder-tacker)	1st	1.28
	2nd	1.22
Tank Tester	1st	1.50
	2nd	1.42
	3rd	1.34
Template Maker (Skilled)	1st	1.50
	2nd	1.42
	3rd	1.34
Timekeeper	1st	1.42
	2nd	1.34
	3rd	1.28
Tool Dresser (Grinder)	1st	$ 1.42
	2nd	1.34
Tool Dresser (Forge)	1st	1.50
	2nd	1.42
	3rd	1.34
Tool Room Attendant	1st	1.28
	2nd	1.23
	3rd	1.18
Truck Operator (Highway)	1st	1.28
Truck Operator (Yard)	1st	1.28
Turret Lathe Operator	1st	1.42
	2nd	1.34
Vertical Boring Mill	1st	1.50
	2nd	1.42
	3rd	1.34
Warehoueeman	1st	1.23
	2nd	1.18
	3rd	1.14
Watchman	1st	1.23
Water Tender	1st	1.42
Welder (Acetylene)	1st	1.50
	2nd	1.42
	3rd	1.34
Welder (Electric Arc)	1st	1.50
	2nd	1.42
	3rd	1.34
Weld Checker	1st	1.42
	2nd	1.34
	3rd	1.28
Weld Machine Operator, Automatic	1st	1.50
	2nd	1.42
	3rd	1.34
Wood Caulker	1st	1.50
	2nd	1.42
	3rd	1.34

Employeee engaged in burning galvanized material shall be paid thirteen (13) cents per hour above their baee rates while so engaged.

Employees engaged in handling epun glass, fiber glaes or mineral wool ehall be paid eleven (11) cents per hour above their base rates while so engaged.

Welders shall be paid thirteen (13) cents per hour above their base rates while engaged in any of the following:

a. Welding stainless steel, stoodite, galvanized material or monel metal.
b. Pipe Welding
c. Combination Welding.

Welders engaged in work requiring Hartford Teet shall be paid twenty-two (22) cents per hour above their base rates while eo engaged.

CLASSIFICATION	CLASS	RATES
Craneman (Over 15 Tons)	1st	$ 1.50
	2nd	1.42
	3rd	1.34

COMPANY: Federal Shipbuilding and Dry Dock Co.

UNION: Marine and Shipbuilding Workers--CIO

LOCATION: Kearny, N. J.

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: November 1947

WAGE REOPENING: None specified; agmt. expires June 1948

Shift Bonus: 7% on 2nd and 3rd shift

Classification	Prem.	Prem.	1st Cl.	2d Cl.	3d Cl.
Premium Men—Standard Trades			1.70	1.535	1.55
Acid Tank Worker (Dept. 70)			1.30	1.23	
Anglesmith			1.50	1.445	1.39
Attendant Crib			1.30		
Attendant Locker			1.105		
Attendant Tank			1.30	1.23	
Attendant Tool—See Note 3			1.30	1.23	
Attendant Welding Machine			1.39	1.30	1.23
Attendant Welding Wire — See Note 3			1.30	1.23	
Auto Mechanic			1.50	1.445	1.39
Bench Hand (Machine Shop)			1.50	1.445	1.39
Boilermaker			1.50	1.445	1.39
Bolt Reclaimer—See Note 3			1.23	1.18	
Bolter and Reamer			1.39	1.30	1.23
Boring Mill—Horiz.			1.50	1.445	1.39
Boring Mill—Vert.			1.50	1.445	1.39
Brake Operator (Dept. 69)			1.50	1.445	1.39
Brakeman			1.30		
Burner—Carbon Arc (while engaged)			1.635	1.55	1.50
Burner (Hand and Machine)—See Note 9			1.50	1.445	1.39
Canteen and Cafeteria Worker			1.105		
Carpenter			1.50	1.445	1.39
Chef			1.50	1.445	1.39
Chipper and Caulker			1.50	1.445	1.39
Cleaner			1.105		
Conductor			1.39		
Cook			1.39	1.30	1.23
Coppersmith			1.75	1.70	1.535
Crane Car Operator			1.445		
Crane Operator—Clyde			1.555		
Crane Operator—Locomotive			1.555		
Crane Operator — Overhead and Gantry			See Note 2		
Crane Operator—Way (American Bridge Type)			1.50		
Crane Operator—(2 Hook Shop Crane—40-50 Ton)			1.555		
Crane Operator—100 ton			1.535		
Crane Repairman			1.50	1.445	1.39
Deliveryman (Dept. 12 only)—See Note 3			1.30	1.23	
Disburser—Stores			1.445	1.39	1.30
Diver (While engaged) (Minimum $12.00 for time engaged in diving on any one shift)			2.88		
Diver Tender (While engaged) (No Minimum)			1.53		
Do-All Machine Operator			1.445	1.39	
Driller—Air			1.50	1.445	1.39
Drill Press Operator		1.445	1.39	1.30	1.23
Electric Tester (Dept. 71)			1.50	1.445	1.39
Electrician			1.50	1.445	1.39
Engineer (Standby)			1.50	1.445	1.39
Engraver—See Note 3			1.30	1.23	
Erector			1.50	1.445	1.39
Examiner-Stores			1.445	1.39	1.30
Expeditor (Dept. 75)			1.39		
Fairer			1.445	1.39	1.30
Fireman			1.39	1.30	
Fitter (Depts. 32-33)			1.50	1.445	1.39
Furnaceman			1.50	1.445	1.39
Galvanizer			1.445	1.39	1.30
Gas Plant Operator			1.50	1.445	1.39
Glazier			1.50	1.445	1.39
Grinder—Rough			1.39	1.30	
Grinder—Finished (Depts. 65-69)			1.445	1.39	1.30
Guard (Police and Fire)			1.23	1.18	(1st 50 days)
Hammerman-Anglesmith			1.30		
Hammerman-Furnace			1.39		
Handyman—See Note 3			1.30	1.23	
Handyman-Coppersmith; Handyman-Loftsman; Handyman-Patternmaker	See Note 4				
Hangerman			1.39	1.30	
Hangersmith			1.39	1.30	
Heater—Acetylene			1.30		
Heater—Rivet			1.23		
Helper			1.18	1.14	
Helper—Anglesmith			1.23		
Helper—Temporary Light			1.18		
Holder-on			1.39		
Hooker-on—See Note 3			1.30	1.23	
Hooker-on (Pickling Tanks)			1.39		
Hose Bench—See Note 3			1.23	1.18	
Hostler			1.39		
Improver (apprentice)—See Note 5					
Insulator—Mineral wool (including spun and fiber glass) (Plus 11¢ per hour premium while engaged)			1.50	1.445	1.39
Joiner			1.50	1.445	1.39
Keyseater			1.50	1.445	1.39
Laborer			1.105		
Lathe—Heavy			1.50	1.445	1.39
Lathe—Medium			1.50	1.445	1.39
Lathe—Small			1.50	1.445	1.39
Lathe—Turret			1.50	1.445	1.39
Lathe—Vertical			1.50	1.445	1.39
Layer-out			1.50	1.445	1.39
Layoutman (Depts. 32-55 and 69)			1.555	1.50	1.445
Leader—Working—See Note 5					
Leader—Erector (Dept. 35)			1.535		
Leader—Rigger (Dept. 35)			1.635		
Locomotive Engineer			1.50		
Loftsman			1.75	1.70	1.535
Machine Operator	1.50	1.445	1.39	1.30	1.23
Machinist—Outside and Inside			1.50	1.445	1.39
Machinist—Tool (Dept. 55)			1.535	1.555	1.50
Mason			1.50	1.445	1.39
Material Chaser			1.39	1.30	1.23
Material Man			1.39	1.30	1.23
Material Checker (except Dept. 5)			1.30	1.23	
Matron			1.105		
Metal Spinner			1.50	1.445	1.39
Milling Machine Operator			1.50	1.445	1.39
Millwright			1.50	1.445	1.39
Moldkeeper			1.30	1.23	
Motor Boat Operator			1.50	1.445	1.39
Oiler			1.30	1.23	
Packer—See Note 3			1.39	1.30	1.23
Painter—See Note 1			1.50	1.445	1.39
Painter—Sign			1.555	1.50	1.445
Pantograph Operator			1.50		
Passer			1.14		
Pattern Checker			1.815	1.76	1.70
Pattern Maker			1.75	1.70	1.535
Pipebender			1.50	1.445	1.39
Pipefitter			1.50	1.445	1.39
Planer—large			1.50	1.445	1.39
Planer—medium or small			1.50	1.445	1.39
Planer—Plate (Dept. 55)			1.50	1.445	1.39
Porter			1.105		
Power House Operator			1.50		
Power House Operator Assistant			1.445		
Press Operator			1.50	1.445	1.39
Pumpman			1.30	1.23	
Punch and Shear Operator			1.445	1.39	1.30
Red Leader—See Note 8			1.30	1.23	
Regulator			1.50	1.445	1.39
Rigger			1.50	1.445	1.39
Rivet Tester			1.535	1.555	1.50
Riveter			1.50	1.445	1.39
Riveter (Heavy Shell and Bottom)			1.555		
Roofer			1.50	1.445	1.39
Sandblaster (when sandblasting)			1.445	1.39	1.30
Saw Filer			1.50	1.445	1.39
Section Chief (Dept. 75)			1.50	1.445	
Set-Up Man (Dept. 55)			1.50	1.445	
Shaper			1.50	1.445	1.39
Sheet Metal Worker			1.50	1.445	1.39
Shipfitter			1.50	1.445	1.39
Signalman—See Note 3			1.30	1.23	
Silver Brazer			1.50	1.445	1.39
Slotter			1.50	1.445	1.39
Spot or Stud Welder			1.30	1.23	
Stage Builder			1.445	1.39	1.30
Stockkeeper (Dept. 75)			1.39	1.30	1.23
Tack Welder—See Notes 7 and 9			1.30	1.23	
Tank Cleaner (Dept. 47) (While engaged)			1.23		
Tank Tester			1.50	1.445	1.39
Tec Truck Operator			1.39		
Test Platform Worker (Dept. 70)			1.30	1.23	
Temporary Lightman—See Note 3			1.39	1.30	1.23
Tool and Die Maker			1.70	1.535	1.555
Tool Dresser			1.50	1.445	1.39
Tool Repairman			1.50	1.445	1.39
Trackman—See Note 7			1.23	1.18	
Tractor Operator			1.30		
Tractor Operator (Austin-Western Diesel)			1.445		
Tractor Operator (Bulldozer)			1.445		
Truck Greaser			1.23		
Truckman (Inside and Dump)—See Note 3			1.30	1.23	
Water Tender			1.39	1.30	1.23
Weigher			1.445	1.39	1.30
Welder—Acetylene—See Note 9			1.50	1.445	1.39
Welder—Automatic—See Note 9			1.50	1.445	1.39
Welder—Electric—See Note 9			1.50	1.445	1.39
Welder—Pipe—See Note 9			1.535		
Wheel Dresser			1.39		
Wire Brusher—Power—See Note 3			1.30	1.23	
Wood Caulker			1.50		
Working Leader of Hookers-on			1.50		

NOTES

(1) Painters will receive a premium of .11 per hour while spray painting.

(2) 1st 6 months as Crane Operator 1.39
2nd 6 months as Crane Operator 1.445
Thereafter 1.50

(3) Automatic Increase in 6 months from 1.23 to 1.30 unless increased before on merit basis. (Bolt Reclaimers and Hose-Bench increase from 1.18 to 1.23.)

(4) Handyman (Trainee) 1.28
Coppersmith, Loftsman 1.30
and Patternmaker 1.39
1.445
1.50
1.555

5) Improver—1st 8 months ..... .92
2nd 8 months ..... .975
3rd 8 months 1.03
4th 6 months 1.11
5th 6 months 1.165
6th 6 months 1.23
7th 6 months 1.30

(6) Working Leaders ..... .10 above first class rate of classification supervised.

(7) Automatic Increase in 45 days from 1.28 to 1.30—Tack Welder

Automatic Increase in 45 days from 1.18 to 1.23—Trackman

(8) Automatic Increase every 6 months for a period of one year; thereafter to be classified as third class painter.

(9) Burners, Welders, Spot Welders and Tack Welders shall receive a premium of 11 per hour while actually engaged in galvanized work.

COMPANY: Pacific Coast Shipbuilders

UNION: Metal Trades Department--AFL, local Metal Trades Councils

LOCATION: Pacific

SIZE OF COMMUNITY: -- --

EFFECTIVE DATE: June 1947

WAGE REOPENING: July 1948

Shift Bonus: 10% on 2nd shift, plus 8 hrs. pay for 7½ hrs. work; 15% on 3rd shift, plus 8 hrs. pay for 7 hrs. work

SHIP REPAIR SCHEDULE

Classification	Ship Repair Rate
Acetylene Burners	$1.67
Anglesmiths, Slabmen and Flange Turners	1.82
Automotive Equipment Operators	
Equipment under 1,000 lbs. cap. & Motor Cycles	1.31
Equipment 1,000-10,500 lbs.	1.39
Equipment 10,500-40,000 lbs.	1.53
Hysters, tractors and special equipment—capacity over 40,000 lbs.	1.66
Car Washers, Greasers and Tire Changers	1.39
Blacksmiths	1.67
Heavy Fire	1.84
Heavy Fire, Helpers	1.43
Heavy Forgers	2.00
Firemen	1.53
Furnace Men	1.53
Press Operators	1.55
Heaters	1.55
Hammer Operators	1.46
Crane Operators	1.58
Burners	1.67
Heavy Forgers' Helpers	1.43
Boilermakers and Iron Shipbuilders	1.67
Chippers and Caulkers, Steel	1.67
Caulkers, Wood	1.82
Compressor Operators	1.67
*Dockmen, Marine Waysmen, San Francisco Bay Area	1.67
Drillers and Reamers	1.67
Electric Crane Operators, 20 tons or over	1.82
Electric Crane Operators, under 20 tons	1.67
Electricians	1.67
Heaters, Rivet	1.67
Heating Plant Engineers	1.67
Helpers, General, All Crafts	1.37
Helpers, Slab and Flange	1.53
Holders-on	1.67
Laborers, non-production	1.28
Laborers, production	1.37
Loftsmen and Layers-Out	1.82
Molders	1.67
Metal Polishers, Buffers and Platers	1.67
Machinists	1.67
Operating Engineers	
On all equipment 20 tons and over	1.82
On all equipment under 20 tons	1.67
Equipment utilizing live booms irrespective of capacity	1.82
Apprentice Engineers	1.53
Painters	1.67
Painters (while engaged in spray painting)	1.87
Plumbers and Steamfitters	1.67
Pressmen	1.67
Punch, Shear, Rolls and Planer Operators	1.67
Riggers, Loft, Plate Hangers, Hook Tenders & Slingers	1.67
**Riggers, Dock (above 4000 tons capacity) PORT OF SEATTLE	1.67
Riveters	1.67
Sheet Metal Workers and Coppersmiths	1.67
Shipfitters	1.67
Shipwrights, Joiners, Boat Builders & Millmen	1.67
Stage Riggers	1.67
Tank Cleaners and Scalers	1.53
Tool and Die Makers	2.04
Warehousemen	
Warehousemen, General	1.35
Warehousemen, Senior	1.43
Stock Clerks, Issue Clerks, Checkers, Receiving Clerks, Shipping Clerks, Countermen, Storekeepers, Packers and Order Clerks	1.53
Welders, Electric & Acetylene	1.67
Weld Examiner—Inspector	1.82
(1) Technical Engineers Classifications	
(a) Junior Draftsman, Engineering, Architectural, Marine, etc.	1.39
(b) Draftsman, Engineering, Architectural, Marine, etc.	1.66

(c) Assistant Marine Engineer or Naval Architect	1.91
(d) Associate Marine Engineer or Naval Architect	2.16
(e) Marine Engineer or Naval Architect	2.47
(f) Senior Marine Engineer or Naval Architect	2.82

NEW SHIP SCHEDULE

Classification	New Ship Construction Rate
Acetylene Burners	$1.53
Anglesmiths, Slabmen and Flange Turners	1.66
Automotive Equipment Operators	
Equipment under 1,000 lbs. cap. & Motor Cycles	1.31
Equipment 1,000-10,500 lbs.	1.39
Equipment 10,500-40,000 lbs.	1.53
Hysters, tractors and special equipment—capacity over 40,000 lbs.	1.66
Car Washers, Greasers and Tire Changers	1.39
Blacksmiths	1.53
Heavy Fire	1.68
Heavy Fire, Helpers	1.31
Heavy Forgers	1.83
Firemen	1.39
Furnace Men	1.39
Press Operators	1.41
Heaters	1.41
Hammer Operators	1.34
Crane Operators	1.44
Burners	1.53
Heavy Forgers Helpers	1.31
Boilermakers and Iron Shipbuilders	1.53
Chippers and Caulkers, Steel	1.53
Caulkers, Wood	1.66
Compressor Operators	1.53
(1) Dockmen, Marine Waysmen, San Francisco Bay Area	1.53
Drillers and Reamers	1.53
Electric Crane Operators, 20 tons and over	1.66
Electric Crane Operators, under 20 tons	1.53
Electricians	1.53
Heaters, Rivet	1.53
Heating Plant Engineers	1.53
Helpers, General, All Crafts	1.26
Helpers, Slab and Flange	1.39
Holders-on	1.53
Laborers, non-production	1.19
Laborers, production	1.26
Loftsmen and Layers-Out	1.66
Molders	1.53
Metal Polishers, Buffers and Platers	1.53
Machinists	1.53
Operating Engineers	
On all equipment 20 tons and over	1.66
On all equipment under 20 tons	1.53
Equipment utilizing live booms irrespective of capacity	1.66
Apprentice Engineers	1.39
Painters	1.53
Painters (while engaged in spray painting)	1.73
Plumbers and Steamfitters	1.53
Pressmen	1.53
Punch, Shear, Rolls and Planer Operators	1.53
Riggers, Loft, Plate Hangers, Hook Tenders & Slingers	1.53
*Riggers, Dock (above 4000 tons capacity) PORT OF SEATTLE	1.53
Riveters	1.53
Sheet Metal Workers and Coppersmiths	1.53
Shipfitters	1.53
Shipwrights, Joiners, Boat Builders & Millmen	1.53
Stage Riggers	1.53
Tank Cleaners and Scalers	1.39
Tool and Die Makers	2.04
Warehousemen	
Warehousemen, General	1.24
Warehousemen, Senior	1.31
Stock Clerks, Issue Clerks, Checkers, Receiving Clerks, Shipping Clerks, Countermen, Storekeepers, Packers and Order Clerks	1.39
Welders, Electric & Acetylene	1.53
Weld Examiner—Inspector	1.66
(2) Technical Engineers Classifications	
(a) Junior Draftsman, Engineering, Architectural, Marine, etc.	1.39
(b) Draftsman, Engineering, Architectural, Marine, etc.	1.66
(c) Assistant Marine Engineer or Naval Architect	1.91
(d) Associate Marine Engineer or Naval Architect	2.16
(e) Marine Engineer or Naval Architect	2.47
(f) Senior Marine Engineer or Naval Architect	2.82

COMPANY: Confidential

UNION: Marine and Shipbuilding Workers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: September 1947

WAGE REOPENING: None specified; agmt. expires June 1948

Shift Bonus: 7% on 2nd and 3rd shift

YARD HOURLY EMPLOYEES

Classification	Class	Rate	
Specialists & Working Leaders:	1st Class	$1.728	
	2nd Class	1.648	
	3rd Class	1.566	
Skilled:	1st Class	1.50	
	2nd Class	1.42	
	3rd Class	1.34	
Semi-skilled:	1st Class	1.284	
	2nd Class	1.22	
	3rd Class	1.18	(60 days only)
Helpers:		1.16	
Unskilled:		1.121	

Classification	Yard Hourly Rates 1st Class	2nd Class	3rd Class	
Ash and Coal Man	$1.18			
Assembler	1.50	$1.42	$1.34	
Assembler Helper	1.18			
Blacksmith	1.50	1.42	1.34	
Brakeman	1.34	1.284	1.22	(90 days only)
Brake Operator	1.566	1.50	1.42	
Brick Layer	1.50	1.42	1.34	
Burner (Acet.)	1.50	1.42	1.34	
Burner (Carbon Arc.)	1.641			
Carpenter	1.50	1.42	1.34	
Chauffeur	1.50	1.42	1.34	
Checker	1.50	1.42	1.34	
Chipper	1.50	1.42	1.34	
Chipper & Caulker	1.50	1.42	1.34	
Cleaner	1.121			
Clerk (Senior)	1.42	1.34	1.284	
Clerk (Junior)	1.22	1.18	1.121	(60 days only)
Clerk (Weigh)	1.42	1.34	1.284	
Coppersmith	1.858	1.728	1.60	
Corporal	1.284			
Crane Operator (under 100 tons)	1.50	1.42	1.34	
Crane Operator (100 tons and over)	1.566			
Crane Operator (Clyde Whirley)	1.566			
Crane Operator (Gas)	1.648	1.566	1.50	
Crane Operator (Loco. Crane)	1.648	1.566	1.50	
Driller & Tapper	1.50			
Driller & Reamer	1.50	1.42	1.34	
Elevator Operator	1.121			
Electrician	1.50	1.42	1.34	
Engineer (PH)	1.566			
Engineer (Loco.)	1.648	1.566	1.50	
Engineer (Marine)	1.728			
Engraver (Machine)	1.34			
Engraver (Photo)	1.50			
Erector	1.50	1.42	1.34	
Escort	1.22	1.18	(60 days only)	
Expeditor Senior	1.50	1.42	1.34	
Expeditor Junior	1.284	1.22	1.18	(60 days only)
Fireman (Ship)	1.34			
Fireman (PH)	1.34	1.284	1.22	(90 days only)
Fireman (Plant Fire Dept.)	1.22	1.18	(60 days only)	
Fitter (Ship)	1.50	1.42	1.34	
Fitter (Furniture)	1.50	1.42	1.34	
Furnace Man	1.50	1.42	1.34	
Galvanizer	1.42	1.34	1.284	
Galvanizer Helper	1.18			
Handler Material	1.18			
Handler Templet	1.284	1.22	1.18	(60 days only)
Handyman	1.284	1.22	1.18	(60 days only)
Hangermaker	1.42	1.34	1.284	
Hangerman	1.24	1.284	1.22	(90 days only)
Helper	1.16			
Holder-on	1.34			
Hook & Chain Man	1.284	1.22	1.18	(60 days only)
Inspector	1.566	1.50	1.42	
Janitor	1.121			
Joiner	1.50	1.42	1.34	
Laborer	1.121			
Layerout	1.613			
Layout (Dept. 55)	1.50	1.42	1.34	
Leader (Working)	1.728	1.648	1.566	
Leading Man	1.896	1.819	1.779	
Learner	1.284	1.22	1.18	
Learner Layerout	1.50	1.42	1.34	
Learner—Reamer, Chipper & Tank Tester	1.284	1.22	1.18	$1.121
Learner Tacker	1.121			
Learner Welder	1.34			
Linerman	1.284	1.22	1.18	(60 days only)
Loftsman	1.824	1.728	1.648	
Machinist	1.50	1.42	1.34	
Material Man	1.50	1.42	1.34	
Matron	1.22	1.18	(60 days only)	
Oiler	1.284	1.22	1.18	(60 days only)
Packer	1.50	1.42	1.34	
Painter	1.50	1.42	1.34	
Pattern Maker	1.728	1.648	1.566	
Pipe Bender	1.50	1.42	1.34	
Pipe Coverer	1.566	1.50	1.42	
Pipefitter	1.50	1.42	1.34	
Pressman	1.50	1.42	1.34	
Quarterman	1.961			
Reamer & Bolter	1.34			
Regulator	1.50	1.42	1.34	
Rigger	1.50	1.42	1.34	
Riveter	1.50	1.42	1.34	
Rivet Heater	1.22			
Rivet Passer	1.16			
Rodman	1.18			
Rollhand	1.50	1.42	1.34	
Sergeant Senior	1.566			
Sergeant	1.42			
Sheet Metal Worker	1.50	1.42	1.34	
Sign Painter	1.566	1.50	1.42	
Specialist	1.728	1.648	1.566	
Stage Builder	1.34	1.284	1.22	(90 days only)
Switchboard Operator	1.50	1.42	1.34	
Tacker	1.34	1.284		
Tank Searcher	1.50	1.42	1.34	
Tank Tester	1.50	1.42	1.34	
Templet Maker	1.566	1.50	1.42	
Tender	1.50	1.42	1.34	
Tool Grinder	1.50	1.42	1.34	
Tool Keeper	1.50	1.42	1.34	
Tool Maker	1.648	1.566		
Tool Repairman	1.50	1.42	1.34	
Turret Lathe Operator	1.42	1.34	1.284	
Typist	1.22	1.18	1.121	(60 days only)
Watchman	1.22	1.18	(60 days only)	
Water Tender	1.42			
Welder (Acetylene)	1.528			
Welder (Acet. on Pipe)	1.641			
Welder (Arc.)	1.528	1.446	1.38	
Welder (Gas Alum.)	1.528	1.446		
Welder (Res.)	1.50	1.42	1.34	
Wireman	1.284	1.22	1.18	(60 days only)
Women Office Cleaners	1.105			
Women Office Cleaner Supervisor	1.566			

(A) No employee shall remain at the third class semi-skilled rate for more than 60 days.

(B) No employee in a classification having multiple rates and a bottom rate less than $1.22 shall remain at the bottom rate for more than 60 days, and no employee in a classification having multiple rates and a bottom rate of $1.22 shall remain at the bottom rate for more than 90 days.

(2) The classification of yard Salaried employees and the rates for each classification shall be as follows:

Classification	Yard Salaried Rates—40-Hour Week 1st Class	2nd Class	3rd Class	
Clerk Chief	$60.07			
Draftsman Senior	87.97	$83.12	$78.27	
Draftsman Junior	73.42	68.56	63.71	
Draftsman Learner	58.86	54.01	49.16	
Draftsman Trainee	44.31	40.67	37.03	
Engineer Junior	73.42	68.56	63.71	
Expeditor	81.91	72.20	62.50	
Inspector	75.84	64.72	60.19	
Inspector Assistant	51.58			
Messenger	34.00			
Model Builder	68.56	63.20	56.20	
Office Girl	34.00			
Planner Chief	81.91			
Planner	72.20	67.35	62.50	$57.65
Safety Inspector	60.02			
Safety Supervisor	67.35			
Sanitary Inspector	60.00			
Sanitary Inspector Assistant	52.96			
Stenographer	45.99	40.91	37.03	
Sub-foreman	87.84	83.34	75.84	
Sub-foreman (Cleaner)	69.12			
Surveyor	73.04	66.21		
Technical Learner	58.86	54.01	49.16	
Tester Senior	65.92	60.00	55.20	
Tester Junior	52.61	49.20	45.20	
Transitman	60.07	55.69		
Weigh Master Assistant	70.20			

Apprentice rates of pay shall be as follows:

1st 1000 hours—$1.00 per hour
2nd 1000 hours— 1.06 per hour
3rd 1000 hours— 1.12 per hour
4th 1000 hours— 1.18 per hour
5th 1000 hours— 1.22 per hour
6th 1000 hours— 1.284 per hour
7th 1000 hours— 1.34 per hour
8th 1000 hours— 1.42 per hour

The term of an apprenticeship training course shall consist of eight periods, each period to consist of one thousand hours actually worked. Upon graduation at the end of his training course an apprentice shall be paid the first class skilled rate of $1.50 per hour, except

that upon graduation at the end of their training course, apprentice Coppersmiths, Mold Loftsmen and Patternmakers shall be paid the third class skilled rate in their particular trades.

COMPANY: Pusey and Jones Corp.

UNION: Marine and Shipbuilding Workers--CIO

LOCATION: Wilmington, Del.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; agmt. expires June 1948

Shift Bonus: 7% on 2nd and 3rd shift

Acetylene Burners	$1.50	$1.42	$1.33
Combination Burners and Welders	1.66	1.57	
Blacksmith (Heavy Fire)	1.57	1.50	1.42
Blacksmith (Light Fire)	1.50	1.42	1.33
Bolt and Nut Cleaner	1.20		
Carpenters	1.50	1.42	1.33
Casting Cleaners	1.20		
Checkers (Storeroom and Receiving)	1.26		
Chippers (Machine Shop)	1.50	1.42	1.33
Chippers (Foundry)	1.33	1.26	
Cold Saw Operator	1.33	1.26	
Coremakers	1.50	1.42	1.33
Cranemen (Locomotive Steam)	1.57	1.50	
Cranemen (Ladle)	.157	1.50	
Cranemen (Bridge)	1.50	1.42	
Cranemen (Foundry Wall)	1.33		
Cupola Stokers	1.26		
Drill Press Operators (Radial)	1.42	1.33	
Electricians (Maintenance)	1.50	1.42	1.33
Engineers (Locomotive Gas)	1.50	1.42	
Fitters	1.50	1.42	1.33
Firemen (Stationery)	1.33		
Floorhand (Machine Shop)	1.50	1.42	1.33
Furnace Men	1.74	1.66	1.57
Furnace Men (Foundry)	1.50	1.42	1.33
Furnace Strikers	1.42	1.33	
Guards	1.20		
Grinders	1.33	1.26	
Handymen	1.26		
Helpers (Blacksmith)	1.26		
Helpers (All Others)	1.16		
Hook and Chain Fasteners	1.26		
Laborers	1.09		
Layer Out (Machine Shop)	1.66	1.57	1.50
Layer Out (Metals Fabrication)	1.66	1.57	1.50
Leading Men	1.94	1.87	1.81
Leaders (Working)	1.74	1.66	1.57
Machinist (Inside)	1.50	1.42	1.33
Machinist (Maintenance)	1.50	1.42	1.33
Machinist (Tool Room)	1.50	1.42	1.33
Material Expeditors	1.42	1.33	
Material Checkers	1.26		
Millwright	1.50	1.42	1.33
Molders	1.50	1.42	1.33
Oilers	1.33	1.26	
Painters	1.50	1.42	1.33
Pipefitters	1.50	1.42	1.33
Plate Planer Operators	1.50	1.42	1.33
Press Roll Operators	1.50	1.42	1.33
Punch Operators	1.42	1.33	
Red Leaders	1.20		
Sand Blasters	1.42		
Sand Machine Attendant	1.26		
Shearmen	1.42	1.33	
Sheet Metal Workers	1.50	1.42	1.33
Specialists (Standard Trades)	1.74	1.66	1.57
Tool Grinders	1.42	1.33	
Tool Makers	1.74	1.66	1.57
Tool Smiths	1.66	1.57	1.50
Trackmen	1.42		
Truck Operators	1.33	1.26	
Welders	1.50	1.42	1.33
Windowmen	1.26		
Apprentices 1.26	1.21	1.16	1.11
Apprentices 1.06	1.01	.96	.91

COMPANY: Confidential

UNION: Independent Union

LOCATION: South Atlantic

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: January 1948

Shift Bonus: 7% on 2nd and 3rd shift

YARD EMPLOYEES

1st class Specialist	$1.66
2nd class Specialist	1.58
3rd class Specialist	1.50
1st class Mechanic	1.38
2nd class Mechanic	1.32
3rd class Mechanic	1.22
1st class Handyman	1.16
2nd class Handyman	1.10
3rd class Handyman	1.04
1st class Helper	.98
2nd class Helper	.92
3rd class Helper	.86
Laborer	.82

The standard rates of pay for non-supervisory hourly employees of the Police and Fire Department shall be as follows:

Roundsmen	$1.16
Police and firemen, 1st class	1.10
Police and firemen, 2nd class	1.04
Police and firemen, 3rd class	.98

COMPANY: Confidential

UNION: Marine and Shipbuilding Workers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; agmt. expires June 1948

Rates: $1.23 for dockhand; $1.48 for temporary snapper, $1.56 for senior snapper (one who has been a snapper for 6 mos. before signing of contract), and $1.66 for top senior snapper (one who has been a snapper for 2 yrs. before signing of contract)

Shift Bonus: 7% on night shift

Note: Add 12¢ to each of the rates listed below.

Specialist	1.46	$1.51	$1.56
Mechanics—First Class	1.38		
Mechanics—Second Class	1.30		
Mechanics—Third Class	1.22		
Helper—First Class	1.06		
Helper—Second Class	1.02		
Laborer	1.00		
Dock Hands—70%			
Holder-On	1.23		
Rivet Heater	1.10		
Water Tenders	1.18		
Fire-Watch—1st 60 days	1.06		
Fire-Watch—after 60 days	1.10		
Guard—1st 60 days	1.06		
Guard—after 60 days	1.10		
Scaler	1.10		
Coppersmith	1.51	1.46	1.38
Laborers, while working as Bricklayers		1.11	
Painters	1.18		
Flange Turner	1.46	1.38	
Furnace Men	1.46	1.38	
Heavy Forger	1.46	1.38	
Layout Ironworker	1.46	1.38	
Steam Crane Operator	1.46	1.38	
Timekeeper—1st Class	1.30		
Timekeeper—2nd Class	1.22		
Timekeeper—3rd Class 1st 30 days	1.10		
after 30 days	1.16		

(b) For the purpose of the above Wage Schedule, the following classifications shall be considered mechanics:

Blacksmith (Light Fire)	Ironworkers (including shipfitters, riveters, chippers, caulkers, reamers, handmen, bumpers)
Burner	Machinist (Outside & Inside)
Boilermaker	Plumber & Pipefitter
Carpenters	Punch & Shear
Chipper & Caulker	Wood Caulker
Crane Operator	Joiner
Engineer	
Rigger	
Welder	

(c) A premium of 12 cents per hour to all welders while engaged in welding requiring appropriate certification.

(d) A premium of 12 cents per hour for all employees handling spun glass.

SECTION 3. Specialists shall include, Coppersmiths, Layout Ironworkers, Steam Crane Operators, Furnacemen, Flange Turners, Large Lathe Operators, and Boring Mill Operators, Boiler Layout, Rollermen, Boiler Welders, and Shell men while engaged on bow and stern plates.

COMPANY: Maryland Drydock Co.

UNION: Marine and Shipbuilding Workers--CIO

LOCATION: Baltimore, Md.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; agmt. expires June 1948

Shift Bonus: 7% on 2nd and 3rd shift

	1st	2nd	3rd
Blacksmith, Heavy Fire	1.57	1.50	1.44
Coppersmith (Specialist)	1.68		
Coppersmith	1.61	1.57	
Crane Operator (also see below)	1.57		
Loftsman (Specialist)	1.68		
Loftsman	1.61	1.57	
Moulder (Specialist)	1.68		
Moulder	1.61	1.57	
Outside Machinist (Specialist)	1.68	1.61	1.57
Patternmaker	1.68	1.61	1.57
Shop Machinist (Specialist)	1.68	1.61	1.57
Sign Painter	1.57		
Toolsmith	1.61	1.57	1.50
General Specialist	1.68	1.61	1.57

	1st	2nd	3rd
Blacksmith, Light Fire	[illegible]	[illegible]	[illegible]
Boilermaker	[illegible]	1.42	[illegible]
Burner	1.50	1.42	[illegible]
Carpenter & Joiner	[illegible]	1.42	[illegible]
Chipper & Caulker	1.50	1.42	1.34
Crane Operator	1.50	1.42	1.34
Driller	1.50	1.42	1.34
Electrician	1.50	1.42	1.34
Iron Worker	1.50	1.42	
Outside Machinist	1.50	1.42	
Painter	1.50	1.42	[illegible]
Pipefitter	1.50	1.42	1.34
Plate & Anglesmith	1.50	1.42	
Power House Engineer	1.50	1.42	
Rigger	1.50	1.42	1.34
Riveter	1.50	1.42	
Rivet Tester	1.50	1.42	
Sheet Metal Worker	1.50	1.42	1.34
Shipfitter	1.50	1.42	1.34
Shop Machinist	1.50	1.42	
Tool Repairman	1.50	1.42	
Welder	1.50	1.42	1.34
Wood Caulker	1.50	1.42	
Acetylene Welder	1.50	1.42	
Sober & Reamer	1.34	1.28	(1.22 first 90 days)
Scottopper	1.42	1.34	1.28
Dockman	1.42	1.34	1.28
Heater	1.23	(1.16 first 60 days)	
Holder-on	1.37	1.30	
Passer	1.14		
Rough Painter	1.28	1.22	(1.16 first 60 days)
Stagebuilder	1.42	1.34	1.28
Steel Fabricator	1.42	1.34	1.28
Truck Driver	1.28	1.22	(1.16 first 60 days)
Departmental Clerk	1.42	1.34	1.28
Departmental Timekeeper	1.30	1.22	1.16
Storeroom Office Clerk	1.34	1.28	(1.22 first 90 days)
Storeroom Window Clerk	1.28	1.22	(1.16 first 60 days)
Handyman (Machine Shop, O.S.M., Foundry)	1.34	1.28	(1.22 first 90 days)
Handyman (all other departments)	1.28	(1.22 first 90 days)	
Helper	1.14	(1.11 first 60 days)	
Laborer	1.11	(1.08 hiring rate for 30 days)	
Apprentice (1.00 1.03 1.06 1.10 1.14 1.18 1.22 1.28)			
Drydock Operator	$66.00 per 40-hour week		
Assistant Drydock Operator	$60.00 per 40-hour week		

COMPANY: Maryland Drydock Co.

UNION: Maryland Dry Dock Supervisors Ass'n.

LOCATION: Baltimore, Md.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 7% on 2nd and 3rd shift

Department	Leaders	Working Leaders		
Outside Machinist	1.84	1.84	1.79	
Copper Shop	1.84	1.84	1.79	
Machine Shop	1.84	1.84	1.79	
Pattern Shop	1.84	1.84	1.79	
Blacksmith Shop	1.84	1.74	1.63	
Electrical	1.84	1.74	1.63	
Mold Loft and Shipfitting 1/	1.84	1.74	1.63	
Ironworking	1.84	1.74	1.63	
Drydock	1.84	1.74	1.63	
Rigging	1.84	1.74	1.63	
Pipefitting	1.84	1.74	1.63	
Boiler Shop	1.84	1.74	1.63	
Carpenter & Joiner	1.84	1.74	1.63	
Sheetmetal	1.84	1.74	1.63	
Burning & Welding 2/	1.84	1.74	1.63	
Maintenance	1.84	1.74	1.63	
Paint	1.84	1.74	1.63	
Fabricating	1.84	1.74	1.63	
Transportation	1.84	1.74	1.63	
Toolroom	1.84	1.74	1.63	
Storeroom	1.84	1.63	1.56	[illegible]
Labor	1.84	1.63	1.56	[illegible]
Salvage	1.84	1.63	1.56	[illegible]
Stagebuilding	1.84	1.63	1.56	

Rates for Salaried Leaders shall be increased $8.64 per week on the effective date of this Agreement and these rates shall remain in effect during the life of this Agreement.

The rate for Lieutenants in the Plant Protection Department shall be $1.56 per hour and the rate for Sergeants shall be $1.46 per hour.

A reserve Working Leader shall receive a rate of 5¢ per hour more than his last classification of record as a non-supervisory employee.

1/ A rate of $1.84 shall apply to Loftsman Working Leaders.

2/ A rate of $1.56 shall apply to Welding Bank and Bottle Rack Working Leaders.

TEXTILES

Note: A standard minimum wage rate is provided by most textile industry contracts. As of November 1947, the standard minimum in Southern agreements is 87¢. Northern agreements present variations in rates, but the basic minimum in cotton textile contracts, as of January 1948, is 97¢. The Northern woolen and worsted industry minimum is 90¢, subject to revision in February 1948. As a general rule, textile agreements refer only to the minimum rate; few include hourly or piece rate schedules for the different jobs.

COMPANY: Fall River Textile Mfrs. Assn., New Bedford Cotton Mfrs. Assn.
UNION: Textile Workers--CIO

LOCATION: Fall River and New Bedford, Mass.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: January 1948

Hiring Rate: 88¢ min.

Shift Bonus: 7¢ on 3rd shift

Note: The reopening in January 1948 resulted in a 10% increase, raising the minimum rate to 97¢ per hour and average straight-time earnings to $1.18. These scales are not to be renegotiated until January 1949.

FALL RIVER AND NEW BEDFORD WAGE SCALE FOR FULL JOBS
40-HOUR WEEK

Occupation	Fall River Hourly	Fall River Weekly	New Bedford Hourly	New Bedford Weekly
Carding Department				
Opener Tender	$.95	$38.00	$.95	$38.00
Picker Tender	.95	38.00	.95	38.00
Picker Boss & Fixer	1.16	46.40	1.16	46.40
Card Tenders	.95	38.00	.95	38.00
Card Strippers	.95	38.00	.95	38.00
Card Grinders (other than Head or Boss Grinder)	1.16	46.40	1.16	46.40
Grinder Helper	1.01	40.40	1.01	40.40
Sliver Lap Tenders	.95	38.00	.95	38.00
Ribbon Lap Tenders	.95	38.00	.95	38.00
Comber Tenders	1.03	41.20	1.03	41.20
Can Boys	.88	35.20	.88	35.20
Lap Carriers	.88	35.20	.88	35.20
Drawing Tenders	.95	38.00	.95	38.00
Slubber Tenders	1.12	44.80	1.12	44.80
Intermediate Tender	1.05	42.00	1.05	42.00
Fine Frame Tender	1.02	40.80	1.02	40.80
Jack Frame Tender	.985	39.40	.985	39.40
Roving Doffers	.88	35.20	.88	35.20
Roving Hoisters—Roving Man	.90	36.00	.90	36.00
Interdraft & Superdraft	1.12	44.80	1.12	44.80
Section Men	1.16	46.40	1.16	46.40
Spinning & Twisting				
Ring Spinner	.97	38.80	.97	38.80
Roll Cleaners	.88	35.20	.88	35.20
Spinning Doffers	1.03	41.20	1.03	41.20
Spindle Setter	1.185	47.40	1.185	47.40
Section Men	1.16	46.40	1.16	46.40
Ring Twisting—Wet & Dry	1.135	45.40	1.135	45.40
Ring Twister Doffer	.95	38.00	.95	38.00
Ring Twister Changer	.95	38.00	.95	38.00
Band Boy	.90	38.00	.90	38.00
Warp & Filling Preparation				
Spooler Tender—Non Auto	.95	38.00	.95	38.00
Spooler Tender—Automatic	1.00	40.00	1.00	40.00
Tie-in Girls	.95	38.00	.95	38.00
Warper Tenders	.985	39.40	.985	39.40
Cotton High Speed Warper	1.00	40.00	1.00	40.00
Rayon High Speed Warper	1.12	44.80	1.12	44.80
Sipp Warper	1.12	44.80	1.12	44.80
Long Chain Beamers	1.205	48.20	1.205	48.20
Long Chain Quillers	1.205	48.20	1.205	48.20
Skein Winder—Rayon	.985	39.40	.985	39.40
Skein Winder—Cotton	.95	38.00	.95	38.00
Filling Winder—Noo Auto	.95	38.00	.95	38.00
Auto Winder	1.00	40.00	1.00	40.00
Cone Winder—Non Auto	.95	38.00	.95	38.00
Cone Winder—Non Auto. High Speed (Univ. 44 & Foster 102)	.98	39.20	.98	39.20
Tailing Machine Operator	.95	38.00	.95	38.00
Yarn Conditioner	.90	36.00	.90	38.00
Slasher Tender—Plain			1.19	47.60
Light Shades			1.19	47.60
Colored (as defined)			1.26	50.40
Pattern (as defined)			1.26	50.40
Spun Rayon			1.26	50.40
Filament-Rayon			1.33	53.20
Helper			.985	39.40
Drawing-in Hand—Plain	1.01	40.40	1.01	40.40
Drawing-in Hand—Fancy & Leno	1.155	46.20	1.155	46.20
Mach. Drawing-in Op.	.95	38.00	.95	38.00
BC & LS Knotting Mach. Op. Stationary & Portable			1.225	49.00
BC Knotting Mch. Helper			1.00	40.00
Twisting-in Hand	1.26	50.40	1.26	50.40
Sect. Men—Winding Auto.	1.135	45.40	1.135	45.40
Sect. Men—Winding Non Auto	1.11	44.40	1.11	44.40
Sect. Spooler & Warper—Auto	1.135	45.40	1.135	45.40
Sect. Spooler & Warper—Non Auto	1.11	44.40	1.11	44.40
Weaving				
Weavers: Plain Auto	1.06	42.40	1.06	42.40
Dobby Auto.	1.085	43.40	1.085	43.40
Auto. Box	1.19	47.60	1.19	47.60
XK & XD	1.12	44.80	1.12	44.80
Jacquard	1.13	45.20	1.13	45.20
Jacquard Linemen	1.06	42.40	1.06	42.40
Carding Department				
Smash Piecers	1.06	42.40	1.06	42.40
Weave Room Inspectors	1.06	42.40	1.06	42.40
Doupmen	1.06	42.40	1.06	42.40
Battery Hands	.91	38.40	.91	36.40
Loom Fixers			1.33	53.20
Auto. Box			1.405	56.20
Changers			1.225	49.00
Cloth Room				
Spot Shearer Tender—Single	1.11	44.40	1.11	44.40
Double	1.13	45.20	1.13	45.20
Loop Cutter	.915	36.60	.915	36.60
Flat Brusher	.975	39.00	.975	39.00
Inspectors	.925	37.00	.925	37.00
Baler	.925	37.00	.925	37.00
Folders	.95	38.00	.95	38.00
Bale Sewer	.905	38.20	.905	36.20
Maintenance				
(Machinist, Carpenter, Electrician, Piper, Millwright, Blacksmith & Plumber)				
1st class	1.275	51.00	1.275	51.00
2nd class	1.185	47.40	1.185	47.40
Carding Department				
Helpers	1.085	43.40	1.085	43.40
Apprentice	1.01	40.40	1.01	40.40
Painters				
1st class	1.185	47.40	1.185	47.40
2nd class	1.085	43.40	1.085	43.40
Fireman				
Power	1.345	53.80	1.345	53.80
Non Power	1.205	48.20	1.205	48.20
Coal Wheeler	1.05	42.00	1.05	42.00
Truck Driver	1.11	44.40		
Trailer Truck Driver	1.19	47.60		
Watchmen & Gatemen	.93	37.20	.93	37.20
Yardmen	1.01	40.40		
Miscellaneous				
Scrubbers & Sweepers	.88	35.20	.88	35.20
Waste Baler	.95	38.00	.95	38.00

COMPANY: Confidential

UNION: Textile Workers--CIO

LOCATION: South West

SIZE OF COMMUNITY: ---

EFFECTIVE DATE: September 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 73¢ min. starting rate for inexperienced employees for first 4 wks.

Shift Bonus: 5¢ on 3rd shift

Department and Classification	Rate per Hour
OPENING AND WAREHOUSE	
Opener Machine Man	.7800
Waste Machine Man	.7600
Bale Press Man	.7600
Laborers	.7600
Truck Drivers (First Class)	.9200
Truck Drivers (Second Class)	.8900
PICKER ROOM	
Truck Drivers (Second Class)	.8900
Finisher Picker Man	.8200
Hopper Man (if needed)	.7600
CARD ROOM	
Card Hands (guarantee for 1st 4 weeks while learning)	.7100
Card Hands (guarantee for 2nd 4 weeks while learning)	.7400
Card Hands (guarantee after 8 weeks of learning)	.7700
Piece rates for card hands	
-per draw frame hank	.0918
-per draw frame hank	.0940
-per draw frame hank	.0963
Card Strippers (guarantee for 1st 4 weeks while learning)	.7100
Card Strippers (guarantee for 2nd 4 weeks while learning)	.7400
Card Strippers (guarantee after 8 weeks while learning)	.7700
Piece rates for card strippers	
-per draw frame hank	.0604
-per draw frame hank	.0627
-per draw frame hank	.0482
Draw Frame Hands (guarantee for 1st 4 weeks while learning)	.7100
Draw Frame Hands (guarantee for 2nd 4 weeks while learning)	.7400
Draw Frame Hands (guarantee after 8 weeks while learning)	.7700
Piece rates for Draw Frame Hands	
-per draw frame hank	.0918
-per draw frame hank	.0627
-per draw frame hank	.0963
Slubber Frame Hand (guarantee for 1st 4 weeks while learning)	.7100
Slubber Frame Hand (guarantee for 2nd 4 weeks while learning)	.7400
Slubber Frame Hand (guarantee after 8 weeks while learning)	.7700
Piece rates for Slubbers	
12x6 Slubber (only)—per hank	.2690
10x5 Slubber (all Mills)	
1.00 HR—per hank	.4030
1.20 HR—per hank	.4200
9x4½ Subber (only):	
1.00 HR—per hank	.4300
1.20 HR—per hank	.4435
8x4 Slubber (all Mills)	
1.50 HR—per hank	.4770
2.00 HR—per hank	.4940
2.50 HR—per hank	.5240
3.00 HR—per hank	.5575
3.50 HR—per hank	.5880
4.00 HR—per hank	.6250
Card Grinder	1.0200
Card Grinder Helper	.8800
Card Grinder Learner	.8200
Oiler	.7900
Timekeeper (Sizer)	.7800
Frame Fixer	.9800
Frame Fixer (Learner)	.7900
SPINNING ROOM	
Change Hand	.7800
Cleaners	.7600
Sweepers	7600
Oiler and Bander	.7900
Timekeeper-Sizer	.7800
Roller Picker	.7600
Quill Cleaner	.7600
Roving Hauler	.7600
Fixer	.9800
Fixer (Learner)	.7900
Spinners (guarantee for 1st 6 weeks while learning)	.7100
Spinners (guarantee for 2nd 6 weeks while learning)	.7400
Spinners (guarantee after 12 weeks while learning)	.7700

Piece rates for Spinners—per hank	D. C.	S. C.
Warp 4	.5250	.4435
Warp 5	.4305	.3630
Warp 6	.3900	.3360
Warp 7	.3495	.3090
Warp 8	.2965	.2690
Warp 9	.2820	.2520
Warp 10-12	.2760	.2490
Warp 13-15	.2690	.2420
Warp 16-22	.2625	.2355
Filling 4	.4435	.4165
Filling 5	.4035	.3765
Filling 6	.3495	.3230
Filling 7	.3230	.2965
Filling 8	.2865	.2590
Filling 9-11	.2760	.2485
Filling 12-14	.2660	.2420
Filling 15-24	.2520	.2285
Filling 25-26	.2385	.2120
Filling 27-30	.2290	.2015

Doffers (guarantee for 1st 6 weeks while learning)	.7100
Doffers (guarantee for 2nd 6 weeks while learning)	.7400
Doffers (guarantee after 12 weeks while learning)	.7700
Piece rates for Doffers—per hank	
Warp 4	.4975
Warp 5	.2965
Warp 6	.2150
Warp 7	.1750
Warp 8	.1475
Warp 9	.1345
Warp 10-12	.1140
Warp 13-15	.1010
Warp 16-18	.0875
Warp 19-22	.0740
Fill 4	.7195
Fill 5	.5175
Fill 6	.4100
Fill 7	.3565
Fill 8	.3025
Fill 9	.2625
Fill 10	.2355
Fill 11-12	.2220
Fill 13-14	.2150
Fill 15	.1885
Fill 16-18	.1745
Fill 19-22	.1550
Fill 23-30	.1410

WARP AND WIND

Fixer	.9400
Fixer (Learner)	.7900
Yarn Man	.7600
Warper Tender	.8700
Cone Man	.7700
Warper Greeler	.7800
Beam Trucker	.7600
Winders (guarantee for 1st 6 weeks while learning)	.7100
Winders (guarantee for 2nd 6 weeks while learning)	.7400
Winders (guarantee after 12 weeks while learning)	.7700

Piece rates for Winders—per 100 lbs.

Wound Yarn

6 Wood Cones	.9300	.8900	.8600
7 Wood Cones	.9700	.9400	.9100
8 Wood Cones	1.0200	.9800	.9500
9 Wood Cones	1.0700	1.0300	1.0000
10 Wood Cones	1.1100	1.0800	1.0400
11 Wood Cones	1.1600	1.1200	1.0900
12 Wood Cones	1.2100	1.1700	1.1300
13 Wood Cones	1.2500	1.2200	1.1800
14 Wood Cones	1.3000	1.2600	1.2200
15 Wood Cones	1.3500	1.3100	1.2700
16 Wood Cones	1.4000	1.3500	1.3100
17 Wood Cones	1.4400	1.4000	1.3500
18 Wood Cones	1.4900	1.4500	1.4000
19 Wood Cones	1.5400	1.4900	1.4400
20 Wood Cones	1.5800	1.5400	1.4900
21 Wood Cones	1.6300	1.5800	1.5300
22 Wood Cones	1.6800	1.6200	1.5700
6 Paper Cones	.9800	.9500	.9200
7 Paper Cones	1.0100	.9800	.9500
8 Paper Cones	1.0600	1.0300	1.0000
9 Paper Cones	1.0900	1.0600	1.0300
10 Paper Cones	1.1300	1.1000	1.0600
11 Paper Cones	1.1800	1.1400	1.1000
12 Paper Cones	1.2200	1.1800	1.1400
13 Paper Cones	1.2800	1.2300	1.1800
14 Paper Cones	1.3800	1.3300	1.2800
15 Paper Cones	1.4200	1.3700	1.3200
16 Paper Cones	1.4800	1.4300	1.3800
17 Paper Cones	1.5100	1.4600	1.4100
18 Paper Cones	1.5700	1.5200	1.4700
19 Paper Cones	1.6100	1.5600	1.5100
20 Paper Cones	1.6500	1.6000	1.5500
21 Paper Cones	1.7000	1.6500	1.6000
22 Paper Cones	1.7500	1.7000	1.6500

Foster Winders (guarantee for 1st 6 weeks while learning)	.7100
Foster Winders (guarantee for 2nd 6 weeks of learning)	.7400
Foster Winders (guarantee after 12 weeks of learning)	.7700

Piece rates for Foster Winders—per 100 lbs.

	Plain Tubes	Perforated Tubes
6 (12/2)	1.1000	1.2700
7	1.2700	1.3200
8	1.3500	1.3900
9	1.4000	1.4300
10 (20/2)	1.4400	1.4900
11	1.5000	1.5300
12	1.5400	1.5800
13	1.6000	1.6400
14	1.6500	1.7000
15	1.7900	1.8300
16	1.8400	1.9000
17	1.9300	1.9500
18	1.9800	2.0100
19	2.0100	2.0400
20	2.0700	2.1200
21	2.1200	2.1700
22	2.1700	2.2200

Timekeeper	.7800
Sweeper	.7600

WEAVE ROOM

Timekeeper-Clerk	.7800
Head Loom Fixer	1.1400
Wrap Man (guarantee for 1st two months of learning)	.7600
Wrap Man (guarantee after 1st two months of learning)	.7900
Piece rates for Warp Men	
Narrow looms—per 1000 picks only)	.00123
Narrow looms—per 1000 picks (	.00068
Wide looms—per 1000 picks	.00223
Dobby looms—per 1000 picks	.00254
Loom Fixer (guarantee minimum 1st 6 months while learning)	.8400
Loom Fixer (guarantee after 6 months while learning)	1.0400
Piece rates for Loom Fixers	
30" to 40" Drapers—per 1000 picks	.00162
30" to 40" Drapers—per 1000 picks	.00175
40" Box-Dobby—per 1000 picks	.00722
60" E Draper-Cam—per 1000 picks	.00289
60" E Draper-Dobby—per 1000 picks	.00312
Slasher Tender	1.0200
Slasher Tender (Learner)	.8500
Slasher Helper	.8200
Tie-in Machine Man	1.0200
Tie-in Machine Man (Learner)	.8500
Tie-in Machine Man (Helper)	.8000
Harness Mender	.7600
Hand Draw-in (guarantee for 1st 6 months of learning)	.7400
Hand Draw-in (guarantee after 6 months of learning)	.7700
Piece rates for Hand Draw-in	
5 Harness and less per 100 eyes	.1008
6 Harness and more per 100 eyes	.1478
Filling Hauler	.7600
Cleaner	.7600
Oiler	.7900
Sweeper	.7600
Lease Out	.8000
Pickout-smash (guarantee for 1st 2 months while learning)	.7400
Pickout-smash (guarantee after 1st 2 months while learning)	.7700
Piece rates for Pickout-smashers per 1000 picks	
Dallas—Narrow looms	.00114
McKinney—Narrow looms	.00107
Waco—Narrow looms	.000729
Dallas—Wide looms	.00224
Weaver (guarantee for 1st 6 weeks while learning)	.7100
Weaver (guarantee for 2nd 6 weeks while learning)	.7400
Weaver (guarantee after 12 weeks while learning)	.7700
Piece rates for Weavers	
Denims and part rayon—per 1000 picks	.00167
Tickings—per 1000 picks	.00438
All white 4 Harness and less—per 1000 picks	.00421
12 Box-Dobby—per 1000 picks	.01121
60" Draper Cam—per 1000 picks	.00871
60" Draper Dobby—per 1000 picks	.00907
Seconds, 50%	
Cloth Man	.8200
Humidifier Man	.7600

CLOTH ROOM

Head Inspector	.8300
Inspector	.7800
Machine Inspector (wide goods only—50" and wider)	.8000
Inspector Learner (8 weeks)	.7400
Scaler-Clerk	.8200
Cloth Tacker	.7600
Bale Header	.7900
Folder	.8000
Press	.8000
Stitcher	.8000
Finisher Machine Man	.8700
Finisher Machine Helper	.7600
Bale Rustler	.7600
Laborer	.7600
Cloth Shader	.8200
Yarn Wrapper	.7600
Stock Clerk	.8300
Calender	.7600
First Sanforizer	.9500
Second Sanforizer	.8900
Sanforizer	.9000
Sanforizer Helper	.7600
Cloth Tester	.7600
Napper	.8000
Cleaner	.7600

MACHINE SHOP

Master Machinist	1.3400
Machinist (1st Class)	1.2100
Machinist (2nd Class)	1.1400
Apprentice Machinist	.9400
Learner Machinist	.8200
Plumber	1.1400
Apprentice Plumber	.8800
Learner Plumber	.7800
Welder	.9400
Electrician (1st Class)	1.1400
Electrician (Second Class)	.9400
Apprentice Electrician	.8800
Shop Helper	.780
Laborers	.7600
Master Carpenter	1.3400
Carpenters	1.0800
Apprentice Carpenter	.8200
Master Painter	1.1400
Painter	.9400
Apprentice Painter	.7600
Fireman only)	.8200
Storekeeper	.8400
Storekeeper	.8400
Storekeeper Helper	.7600
Storekeeper Nights	.7900
Handy Man	.8200
Millwright (1st Class)	1.0800
Millwright (2nd Class)	.9400
Millwright Apprentice	.8200
Humidifier Man	.8700

DYE AND BEAM

Dye House Fixer	.9400
Dye Mixer	.8000
Extractor	.7600
Raw Stock Dryer	.7600
Raw Stock Press	.7600
Machine Tender	.7800
Raw Stock Extractor	.7800
Beamers (guarantee for 2 months learning)	.7400
Beamers (guarantee after 2 months learning)	.7700
Piece rate for Beamers—per 500 yards	.1445
Piece rate for Twisting-in Warps—per warp	.9170

COMPANY: National Waste Co.

UNION: District 50, Mine Workers

LOCATION: Chicago, Ill.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates: 87¢ starting min., 6¢ increase after 30 days

Machinists	$1.20½
Group Leaders	.98½
Watchmen	.97½
Utility Production Workers	.93½

COMPANY: Confidential (Woolen Textiles)

UNION: Textile Workers--AFL

LOCATION: New England

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: February 1948

Rate: 90¢ min.

Shift Bonus: 4¢ on 2nd, 7¢ on 3rd shift

COMPANY: New England Stencil Engraving Co.
UNION: Dyers and Finishers (TWUA)--CIO
LOCATION: New Bedford, Mass.
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: February 1947
WAGE REOPENING: At any time

Rates: $1.00 min. for men; start at 88¢, 4¢ increase each 3 wks. to $1.00. 90¢ min. for women; start at 78¢, 4¢ increase each 3 wks. to 90¢. $1.08 min. for knife cutters and hand painters; start at 78¢ 1st 3 wks., 82¢ 2nd 3 wks., 86¢ 3rd 3 wks., 90¢ 4th 3 wks., 96¢ next 4 mos., $1.00 next 4 mos., $1.04 next 4 mos., $1.08 thereafter. $1.30 min. for key men and head screen makers.

COMPANY: Confidential (Carpets)
UNION: Textile Workers--CIO
LOCATION: Middle Atlantic
SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: August 1947
WAGE REOPENING: At any time
Rate: 96½¢ min.
Shift Bonus: 5% on 2nd, 10% on 3rd

COMPANY: Confidential (Surgical Dressings)
UNION: Textile Workers--CIO
LOCATION: Great Lakes
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: March 1947
WAGE REOPENING: August 1947

Shift Bonus: 5¢ on 2nd and 3rd shift
Hiring Rate: 99½¢ min. starting rate for men, $1.02½ after 4 wks., $1.05½ after 8 wks.; 84¢ min. for women, 86½¢ after 4 wks., 89¢ after 8 wks., 91½¢ after 12 wks., 94¢ after 16 wks.

COMPANY: Slatersville Finishing Co., Div. of Kendall Co.
UNION: Dyers and Finishers (TWUA)--CIO
LOCATION: Slatersville, R.I.
SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: March 1947
WAGE REOPENING: At any time

Rates: 98¢ min. for men; start at 88¢; 91¢ after 1 mo., 94¢ after 2 mos., 98¢ after 3 mos.; 88¢ min. for women; start at 78¢, 81¢ after 1 mo., 84¢ after 2 mos., 88¢ after 3 mos.

COMPANY: Dan River Mills, Inc.
UNION: Textile Workers--CIO
LOCATION: Danville, Va.
SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: November 1947
WAGE REOPENING: At any time
Rate: 87¢ min.
Shift Bonus: 5¢ on 3rd shift

TOBACCO

COMPANY: Bloch Bros. Tobacco Co.

UNION: Tobacco Workers--AFL

LOCATION: Wheeling, W. Va.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: October 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Men in bulk room	$1.00	per hour
Men feeders on Threshers	.91	" "
Men unloading cars	1.00	" "
Men shaking tobacco	1.00	" "
Girls cleaning tobacco	.83	" "
Elevator Operator	1.00	" "
Searchers	.83	" "
Sweepers—Girls	.83	" "
Sweepers—Men	.91	" "
Truck Driver (Vidonic)	1.14	" "
Other Truck Drivers	1.09	" "
Janitors—Men	1.00	" "
Men catchers on first floor	.88	" "
Assistant Foreman Threshing Department	1.16	" "
Men—Night Cleaners	1.02	" "
Men—Day Cleaners	1.00	" "
Girls Sorting Tobacco	.83	" "

MANUFACTURING DEPARTMENT

Cutting		
Men	$1.15	per hour
Spreader	1.08	" "
Cleaning		
Girls	.83	" "
Girls on Third Floor	.85	" "
Boys—other classes	.90	" "
Cooking		
Casing Maker	1.15	" "
Packing		
Packing Machine Fixer	1.10	" "
Packing Machine Cleaners	1.00	" "
Packing Machine Operators	1.05	" "
Wax Wrapping Machine Girls	.83	" "
Wax Wrapping Department Men	1.10	" "
Bundler Operator	1.10	" "
Warehouse		
Men	1.00	" "
Shipping		
Men—Rate Range....$1.09 to (2 men to receive $1.14)	1.18	" "
Printing		
Bag Machine Operator Rate Range 1.05 to	1.10	" "
Bag Catcher	86	" "
Stamp Cutter	1.32	" "
Penn Brands		
Butt Makers—Girls	.88	" "
Packing Butts	.88	" "
Packing Other Brands	.85	" "
Spell Girls	.84	" "
Machine Stemmers—Pollack Rate		
Miscellaneous		
Elevator Operator	1.00	" "
Truck Driver	1.09	" "
Helper in Repair Department Rate Range 1.03 to	1.13	" "
Janitors	1.00	" "
Container Packing Girls	.96	" "
Day Cleaner	1.00	" "
Night Turn Cleaner	1.02	" "
Feeding Room Men	1.00	" "
Box Maker	1.13	" "
General Utility Men Rate Range 1.08 to (Present occupant to receive 1.18)	1.18	" "
Electrician's Helper	1.18	" "
Maintenance Man on Plumbing (Present occupant only)	1.33	" "
Millwright (Present occupant only)	1.48	" "
Welder and Blacksmith Rate Range 1.08 to (Present occupant 1.18)	1.18	" "
Bundler Feeder Girls	.88	" "
Spell Girls Bundler Feeder	.84	" "
X-Ray Girls	.86	" "
Laboratory Girls	.83	" "

COMPANY: Confidential (Cigars)

UNION: Food and Tobacco Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: -- --

EFFECTIVE DATE: October 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates: 60¢ min. for piece workers

Shift Bonus: 3¢ on 2nd shift

PIECEWORK RATES

Hand Rolling

2/25c Bouquet Size Cigar	$11.08 per M
15c Fino Size Cigar	12.12 per M
3/50c Standard Size Cigar	13.50 per M
20c Fancy Tales Size Cigar	16.20 per M

Bunch Machine Operators

2/25c Bouquet Size Cigar	1.80 per M
15c Finos Size Cigar	1.91 per M
3/50c Standard Size Cigar	2.05 per M

Hand Bunchmakers

20c Fancy Tales Size Cigar	10.12 per M

Cigar Machine Operators

9 and 10c Cigars	1.60 per M
2/25c Cigars	1.66 per M
15c Cigars	1.71 per M
3/50c Cigars	2.18 per M
10c Cigars reinforced heads	1.68 per M
5c Little Cigars	1.25 per M

Packers—Trunks	**1/20**	**1/40**
5c Little Cigars	$ .25 per M	
2/15c to 10c Cigars	.86 per M	1.01 per M
2/25c Cigars	.90 per M	1.06 per M
13c and up Cigars	1.00 per M	1.17 per M

Packers—Shells		
2/15c to 10c Cigars	.94 per M	1.13 per M
2/25c Cigars	.96 per M	1.16 per M
13c and up Cigars	1.07 per M	1.30 per M

Cellophane Machine Operators

5c to 10c Cigars	.21 per M
11c and up Cigars	.22 per M

Wrapper Strippers

Java	.17	per lb. Unstemmed
Broadleaf	.0775	per lb. Unstemmed
Shade 14" and up	.22	per lb. Unstemmed
Shade 12½" and 13½"	.25	per lb. Unstemmed
Shade 10½"	.40	per lb. Unstemmed

Sorters

Havana	.047	per lb.
Porto Rico	.0355	per lb.

Binder Strippers

Group No. 1—Broadleaf No. 1 and No. 2 L.S. and No. 2 Dks.	.08	per lb. Unstemmed
Group No. 2—Havana Seed Darks, 20" & up	.09	per lb. Unstemmed
Group No. 3—Havana Seed Lights, 22" & up and Broadleaf No. 1 and No. 2 S.S.	.10	per lb. Unstemmed
Group No. 4—Havana Seed Darks 18" and Havana Seed Lts. 18" and 20"	.133	per lb. Unstemmed
Group No. 5—Havana Seed Lights 20" and up	.10	per lb. Unstemmed

Filler Strippers

Hand-All Fillers	.07	per lb. Unstemmed
Machine-All Fillers	.054	per lb. Unstemmed

Downtime Rates

Cigar Machines

9c and 10c Cigars	$ .84 per hour
2/25c Cigars	.87 per hour
15c Cigars	.90 per hour
3/50c Cigars	.95 per hour
5c Little Cigars	Average Hourly Earnings

Cellophane Machines

5c and 10c Cigars	.83 per hour
11c and up	.86 per hour

Stripping Machines

Binders	.80 per hour
Wrappers	.82 per hour

HOURLY RATES

Hiring rate to be 5c per hour lower than Job Classification rate for 30 days.

CIGAR PLANTS

Basement

Casers	$ .96 per hour
General Male	.86 per hour

Filler Rooms

Domestic Filler Sprayers	.92 per hour
General Male	.86 per hour
Wrapper Strip Sorters	.70 per hour
General Female	.70 per hour

Stripping Department

General Male	.86 per hour
General Female	.70 per hour
Binder and Wrapper Weighers	.75 per hour
CBL Wrapper Dryers	.75 per hour

Cigar Machine Departments

Relief Operators and Inspectors	.97 per hour
Stock Men Fillers and Paste	.86 per hour
Stock Girls and Boys Wrappers and Binders	.75 per hour
Nite Oilers (Plus 3c Nite Diff.)	.91 per hour

Packing Department

Hopper Girls	.72 per hour
Cigar Menders	.75 per hour
Stampers	.75 per hour
Stock Boys—Grade A	.85 per hour
Stock Boys—Grade B	.80 per hour
Shipper—Male	.90 per hour

Shipping Department

Class A Clerks—Range	.86 to 1.06 per hour
Class B Clerks	.75 per hour

General

Watchmen and Firemen (Unlicensed)	.90 per hour
Watchmen and Firemen (Licensed)	.95 per hour
Elevator Operators	.86 per hour
Janitors—Male and Female	.80 per hour
Maintenance Men	.86 per hour
Matrons	.75 per hour
Carpenters	.97 per hour
Plumbers	1.50 per hour

HOURLY RATES

Group No. 1 Hot Room Men Filler Bin Transfer	$ 1.00 per hour
Group No. 2 Binder Sprayers Filler Sprayers Binder Casers Filler Casers Stripped Binder Packer Stripped Filler Packer Warehouse Case Piler	.97 per hour
Group No. 3 Filler Bin Packer Binder Bin Packer and Transfer Dry Binder Shaker Dry Filler Shaker Binder Distributor Elevator and Tobacco Dist.	.92 per hour
Group No. 4 General Male Help	.87 per hour
General Female	.70 per hour
Plumber	1.50 per hour
Carpenter	.97 per hour
Janitors	.80 per hour
Matron	.75 per hour
Watchmen and Firemen (Unlicensed)	.92 per hour
Watchmen and Firemen (Licensed)	.97 per hour
Binder Weigher	.75 per hour

HOURLY RATES

Mechanics

Cigar Machine	$ 1.50 per hour
Cellophane Machine	1.30 per hour
Stripping Machine	1.10 per hour

Apprentice Mechanics

	Cigar Machine	Cellophane Machine	Stripping Machine
Start	$ .85 per hr.	$ .85 per hr.	$ .85 per hr.
½ Year	.90 per hr.	.90 per hr.	.90 per hr.
1 Year	.95 per hr.	1.00 per hr.	1.00 per hr.
1½ Years	1.05 per hr.	1.10 per hr.	1.10 per hr.
2 Years	1.15 per hr.	1.20 per hr.	
2½ Years	1.25 per hr.	1.30 per hr.	
3 Years	1.30 per hr.		
3½ Years	1.35 per hr.		
4 Years	1.40 per hr.		
4½ Years	1.45 per hr.		
5 Years	1.50 per hr.		

Mechanics Apprenticeship Periods

Cigar Machine	5 Years
Cellophane Machine	2½ Years
Stripping Machine	1½ Years

COMPANY: Confidential (Cigars)

UNION: Food and Tobacco Workers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: January 1947

WAGE REOPENING: October 1947

LABOR ON LEAF	Rate Range Minimum	Maximum
Casers	.65	1.18
Selectors & Sizers - Hav.	.65	.96
Shakers & Sprayers - Male	.65	.89
Shakers & Sprayers - Female	.65	.82
Strippers - Hav.	.65	.96
Tobacco Stock Help	.65	.93

MAKING LABOR	Rate Range Minimum	Maximum
Examiners	.75	1.00
Head Puncturers	.65	.85
Patchers	.65	.85
PACKING & FINISHING LABOR		
Examiners	.65	1.01

LABOR ON LEAF	Rate Range Minimum	Maximum
Casers	.65	1.15
Selectors & Sizers - Dom.	.65	.78
Shakers & Sprayers - Male	.65	.86
Shakers & Sprayers - Female	.65	.79
Tobacco Stock Help	.65	.90
MAKING LABOR		
Examiners	.75	.97
Head Puncturers	.65	.82
Patchers	.65	.82
PACKING & FINISHING LABOR		
Examiners	.65	.98

GENERAL	Rate Range Minimum	Maximum
Machine Parts - Stock Help	.75	1.03
Checker - Temp. & Humidity	.69	.89
Elevator Operator	.74	.94
Cleaners & Matrons	.65	.86½
Receivers & Handlers	.68	.90
Shipping Labor		
Shippers	.65	.97
Stampers & Labellers	.65	.93
Mechanics		
Machine Mechanic I	1.20	1.75
Machine Mechanic II	.95	1.41
Machine Oiler	.70	1.01

COMPANY: Augustus Pollack, Inc.

UNION: Food and Tobacco Workers--CIO

LOCATION: Wheeling, W. Va.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: At any time

Hiring Rate: 86½¢ for men, 76½¢ for women

SCHEDULE OF WAGE RATES

	Rates Effective 8-1-47 to 10-1-47	*Rates Effective 10-1-47 to 9-30-48
(A) CASING DEPARTMENT:		
Casers	.92½	.97½
Casers Helpers	.86½	.91½
(B) MACHINE STRIPPING DEPARTMENT:		
Floor Lady	.81½	.90
Assistant Floor Ladies	.76½	.86½
Piecework Rates		
Stripping—Connecticut Wrapper	.075 lb.	.10 lb.
Stripping—Connecticut Binder	.091 lb.	.118 lb.
Stripping—Connecticut Broadleaf Wrapper	.06 lb.	.0512 lb
Stripping—Pennsylvania Binder	.06 lb.	.055 lb
(BB) HAND STRIPPING DEPARTMENT:		
Floor Lady	.81½	.90
Assistant Floor Ladies	.76½	.86½
Piecework Rates		
Stripping—Dutch Filler	.067 lb.	.071 lb.
(C) FILLER TENDER DEPARTMENT:		
Filler Tenders	.92½	.97½
Filler Tenders Helpers	.86½	.91½
Head Leaf Conditioner	.99	1.04
(D) BUNCHING DEPARTMENT:		
Binder Cutters—No bonus	.81½	.86½
Binder Layers (See note)	.75	.80
Filler Feeders (See note)	.75	.80
Floor Ladies and Instructors	.85	.90
(DD) ROLLING DEPARTMENT:		
Wrapper Layers (See note)	.75	.80
Inspectors—No bonus	.76½	.81½
Substitute Inspectors	.75	.80
Floormen—Machine maintenance	.93½	.98½
Head Floorman—Machine maintenance	1.01½	1.06½
Floor Ladies and Instructors	.85	.90

	Rates Effective 8-1-47 to 10-1-47	*Rates Effective 10-1-47 to 9-30-48
(E) MACHINE CLEANING AND REPAIR DEPARTMENTS:		
Night Shipping and Assistant Repairman	.98½	1.03½
Night Machine Repairman	1.15	1.20
Night Assistant Machine Repairman	1.08	1.13
Night Machine Cleaners	.86½	.91½
(F) SORTING, PACKING AND LABELLING DEPARTMENTS:		
Sorters, Packers and Labellers	.76½	.81½
Floor Ladies and Instructors	.85	.90
Assistant Floor Ladies—Packing Dept.	.81½	.86½

(G) CELLOPHANE DEPARTMENT:

Cellophane Machine Operators	.71½	.78½
Cellophane Machine Operators—2nd and 3rd shifts	.76½	.83½

(J) SHIPPING DEPARTMENT:

Night Shipping and Assistant Repairman	.98½	1.03½
Day Man—Shipping	.93½	98½
Day Helper—Shipping	.82½	.87½
Night Man—Shipping	.86½	.91½

(K) MAINTENANCE DEPARTMENT:

Chief Maintenance Man	1.10	1.15
Maintenance Helper	1.00	1.05

(L) CLEANERS AND JANITORS DEPARTMENT:

Janitors	.81½	.86½
Cleaners	.81½	.86½

(M) WATCHMEN AND FIREMEN DEPARTMENT:

Watchmen and Firemen	91½	.96½
Watchmen	.81½	.86½

(N) LABOR DEPARTMENT:

General Labor—Men	.81½	86½
General Labor—Women	.71½	76½

NOTE: A bonus will be paid to each machine operator at the rate of 6c per hundred for all stogies produced over 3,000 per day; and 7c per hundred for all stogies produced over 3,500 per day.

COMPANY: Omaha Standard Body Corp.

UNION: Auto Workers--AFL

LOCATION: Council Bluffs, Iowa

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: February 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 50¢ for learners; increase to classification rates after 30 days

JOB DESCRIPTION AND BASE RATE

1. WOOD MILL

Machine Operator First Class $1.05½ per hour

A layout man for platform bodies.

An employee who performs wood mill custom work of every nature, and who is able to operate any machine in that department.

Machine Operator Second Class .97 per hour

An employee who operates the following machines:

Moulder
Automatic Rip Saw
Shaper
Hydraulic Boring Machine
Multiple Upright Borer

An employee who assists on custom work and who operates a wide variety of machines.

Machine Operator Third Class .85½ per hour

An employee who operates the following machines:

Planers
Automatic Jointers
Hand Jointers
Dado Saws
Band Saws
Boring Machines (except hydraulic and multiple boring machines)
Tenoner Machines
Hand Feed Rip Saws
Cut Off Saws
Sanders
Elevator

2. MACHINE SHOP

Machinists $1.25½ per hour

An employee classified as a journeyman machinist who has served an apprenticeship of four years at the machinist trade or who has equivalent experience and training and who can, with the aid of the machine and hand tools, with or without drawings, make, repair, erect, assemble, or dismantle machinery or parts thereof and perform any other work which may be required of him relating to the overall operations of the Company within this classification.

Blacksmith First Class $1.05½ per hour

An employee qualified to perform any and all work which the blacksmith would be required to do, including the ability to harden all makes of tools with the equipment and tools that are furnished within the shop.

Blacksmith Second Class .97 per hour

An employee possessing limited qualifications in blacksmith work.

Machine Operator First Class $1.05½ per hour

An employee who has the ability and is required to operate and set up under supervision all types of machines in that department.

Machine Operator Second Class .97 per hour

An employee who operates the following machines:

Large Punch Presses
Drill Press (precision work)
Sets Up Punch Presses

Machine Operator Third Class .85½ per hour

An employee who operates the following machines:

Threading Machines
Drill Presses (common work)
Small Punch Presses
Power Hack Saw
Shears
Grinders

Welders First Class $1.12 per hour

An employee required and able to perform satisfactorily any type of welding on any and all gauges of steel to the satisfaction of the employer, overhead and vertical welding included. (Code Certification not required.)

Welders Second Class 1.05½ per hour

An employee required and able to perform welding in flat or vertical position (repetitive operations on productions lines.)

Welders Third Class .97 per hour

An employee required and able to perform tacking on rough assembly welding. Welders in all above classifications must be able to operate cutting torches.

3. MAINTENANCE DEPARTMENT

Maintenance Men First Class $1.05½ per hour

An employee who has the ability to repair and keep all machines in proper working order. In addition, he must be able to do electrical work and plumbing as required. This employee does not have, not is required to have the qualifications of a machinist.

Maintenance Men Second Class .97 per hour

An employee who is qualified to assist maintenance men first class in the work which they perform and can perform the same work under supervision.

Maintenance Men Third Class .85½ per hour

An employee who has only limited qualifications but who is semi-skilled in certain types of work under this classification

4. ASSEMBLERS, BODY PLATFORM, STOCK RACKS, AND GRAIN SIDES

Assembler First Class .97 per hour

An employee who is qualified and required to completely assemble any and all pre-fabricated or semi-fabricated parts and completely finish the assembly thereof satisfactorily.

Assembler Second Class .85½ per hour

An employee who is qualified and required to assemble pre-fabricated or semi-fabricated parts satisfactorily under supervision.

5. PAINTERS

Sign Painters $1.15 per hour

An employee who is qualified to do any and all lettering as may be required, satisfactory to the employer.

Painters First Class $1.05½ per hour

An employee capable of performing finish spray or brush painting satisfactorily and also must be able to mix paints, varnishes, and lacquers. A painter who is able to do striping when required, satisfactorily will also be placed in this classification.

Painters Second Class .97 per hour

An employee who is qualified and required to spray paint racks and bodies in a manner satisfactory to the employer but who is not required to have the skill for mixing of all paints, varnishes, and lacquers as is required of a painter first class.

Painters Third Class .85½ per hour

An employee qualified and required to perform painting of assembled parts or individual pieces by dipping; also, must be able to do all rough or solid color brush painting satisfactorily.

6. ASSEMBLERS, TRAILER FRAME UNDERCONSTRUCTION (NEW OR REPAIR WORK)

Assemblers First Class $1.05½ per hour

Frame layout work, including necessary welding (second class welding.)

Assemblers Second Class .97 per hour

An employee who is qualified and required to perform the following work satisfactorily: assemble fabricated or semi-fabricated parts, operate drill press or straightening press, and do any welding required of welder third class.

Assemblers Third Class .85½ per hour

An employee who is qualified and required to assist assemblers first and second class and who can do limited assembling of fabricated and semi-fabricated parts or install floors in trailers under supervision.

Axle and Brake Assemblers First Class $1.05½ per hour

An employee qualified and required to completely assemble and install axles, brakes, and all brake control parts and perform any service thereon, including necessary welding (second class welding.)

Axle and Brake Assembler Second Class .97 per hour

An employee qualified and required to perform satisfactorily under supervision the same duties as axle assemblers first class except welding.

Axle and Brake Assemblers Third Class .85½ per hour

An employee qualified and required to assist axle assemblers first and second class.

7. ASSEMBLERS, TRAILER BODIES OF ANY TYPE AND TRUCK BODIES OF ANY TYPE (NEW OR REPAIR WORK)

Assemblers First Class $1.05½ per hour

An employee who is qualified and required to perform the assembly of fabricated or semi-fabricated wood parts and steel parts, must be able to work and apply sheet metal, construct, repair and install doors, roofs, and any and all component parts of open or closed bodies, operate metal shears, metal forming machines and spot welders, and may perform necessary third class welding.

Assemblers Second Class .97 per hour

An employee who is qualified and required to assemble fabricated or semi-fabricated wood and steel parts and sheet metal work on open or closed type bodies under supervision, but whose capabilities are slightly limited in performance of overall body building operations.

Assemblers Third Class .85½ per hour

An employee who is qualified and required to aid and assist assemblers first and second class perform the work satisfactorily under supervision, and be able to install floors on bodies in open or closed type units.

8. SHIPPING, TRANSPORTATION, MATERIAL HANDLING AND DISTRIBUTION

A. BODY AND TRAILER DELIVERY, MOUNTING, AND LOADING

Body Mounter A .97 per hour

An employee who is qualified and required to mount bodies on motor trucks and set up the component parts thereof; also, must be able to install special type bodies on motor trucks.

Body Mounter B .85½ per hour

An employee who has the same qualifications as Body Mounter A except that he is not required to possess as much skill in the work performed and requires more supervision.

In addition to the operations outlined under 8A, the men in both A and B classes must be qualified and required to take the finished components from the production lines and prepare them for storage, shipping or loading. Employees in this department may be required to work overtime, anything contrary in this contract notwithstanding.

B. STOCK CONTROL

Stock Clerk A .97 per hour

An employee qualified and required to receive and distribute parts and materials and keep all records thereon in a satisfactory manner.

Stock Clerk B .85½ per hour

An employee qualified and required to work in the stock room and assist Stock Clerk A in distributing materials and keeping the stock room in satisfactory manner under supervision.

C. TRANSPORTATION, DISTRIBUTION AND HANDLING OF MATERIALS

Truck Driver First Class **.94 per hour**

An employee qualified and required to spend the majority of his time making deliveries or picking up materials outside of the metropolitan area where plant is located.

Truck Driver Second Class **.89 per hour**

An employee qualified and required to operate motor trucks and transport materials satisfactorily from one plant to another and within the metropolitan area of Omaha and Council Bluffs.

Crane Operator First Class **.97 per hour**

Operation of all overhead power operated cranes and derricks.

The use of power cranes and derricks is not constant and only requires a minimum portion of operator's time; it is therefore, necessary that the men assigned to this operation be qualified to carry on other duties in connection with transportation and distribution.

9. GENERAL

Leadmen ($ .15 per hour over the rate of the classification in which they are working)

An employee required and capable of satisfactorily taking responsibility of production over other men in the same or lower classifications as may be assigned him, with power delegated from the supervisor.

He must also possess all the skills of the other men in the same classification.

Firemen **.85½ per hour**

Must be able to fire steam boiler satisfactorily. Requires no license.

Laborers (Laborers shall reach a maximum of .79½ per hour after sixty days)

Laborers' duties shall consist of helping machine operators and maintenance men, materials moving, removing scrap, loading and unloading cars, cleaning weld splatter, outside and inside cleaning tasks, sweeping and similar work required as labor work.

COMPANY: Railway and Industrial Engineering Co.
UNION: Electrical Workers--CIO

LOCATION: Greensburg, Pa.

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: April 1948

Shift Bonus: $17.50 per mo. for night work

Class	Position	Step 1.	Step 2.	Step 3.	Step 4.	Step 5.
1.	Messenger	132.50	137.50	142.50	.....	.....
2.	Blue Print Opr. Photostat Machine Opr.	132.50	137.50	142.50	147.50	152.50
3.	Chief Blue Print Opr Kardex Clerk (B) Clerk Typist Telephone Opr. Stenographer (B) Dictaphone Opr.	142.50	147.50	152.50	162.50	172.50
4.	Nurse Payroll Clerk Kardex Clerk (A) Stenographer (A) Tracer Specifications Writer (B) Order Writer (C) Production Clerk (C) Shipping Clerk	152.50	162.50	172.50	182.50	202.50
5.	Order Writer (B) Production Clerk (B) Chief Payroll Clerk Chief Time Clerk Chief Shipping Clerk	172.50	182.50	192.50	207.50	222.50
6.	Production Clerk (A) Order Writer (A) Specifications Writer (A) Junior Detailer	202.50	217.50	232.50	252.50	272.50
7.	Chief Prod. Clerk Chief Order Writer Senior Detailer Junior Checker Tool Designer	262.50	282.50	302.50	322.50	342.50
8.	Senior Checker	302.50	322.50	342.50	362.50	382.50

A — New employees hired for any particular classification shall be hired at the first step of that classification.

B — Employees in all classifications except 7 and 8 shall pass from one step of the rate range to the next step until they reach the 4th step of their particular classification at time intervals not to exceed six months between steps.

C — Advancement in Classification 7 and 8, and from Step 4 to Step 5 shall be made only upon merit. A review for the purpose of considering merit increases shall be held for each department at six (6) month intervals. The department steward and chief steward shall represent the Union in these rate reviews.

COMPANY: Indian Motorcycle Co.

UNION: Indian Motorcycle Employees--Ind.

LOCATION: Springfield, Mass.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 10% on 2nd, 15% on 3rd shift

DAY WORK RATE CHART

Cents Per Hour

STEP RATES

Job Grade	E	D	C	B	A
11	.78	.82	.86	.90	.94
10	.82	.86	.90	.94	.99
9	.85	.90	.94	.99	1.04
8	.88	.94	.99	1.04	1.09
7	.92	.99	1.03	1.09	1.14
6	.95	1.03	1.07	1.14	1.20
5	.98	1.07	1.12	1.20	1.26
4	1.00	1.09	1.16	1.26	1.32
3	1.02	1.12	1.20	1.32	1.39
2	1.03	1.13	1.25	1.39	1.48
1	1.07	1.19	1.30	1.48	1.60

PIECE WORK RATE CHART

CENTS PER HOUR

STEP RATES

Job Grade	Trainee	Intermediate	Regular
11	.94	.97	1.02
10	.98	1.02	1.07
9	1.02	1.07	1.12
8	1.06	1.12	1.17
7	1.10	1.17	1.22
6	1.14	1.22	1.28
5	1.18	1.26	1.33
4	1.24	1.30	1.38
3		1.36	1.43
2			1.48

COMPANY: Confidential (Locomotives)

UNION: Steelworkers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: June 1948

Rates: $1.07 min. basic wage; learners start at 94½¢, receive $1.00 after 30 days and job rate after 60 days

Shift Bonus: 10% for night work

Classification	*Rate*
Alloying A	$1.315
Alloying B	1.13
Apprentice	
Ash Remover	1.14
Assembly—Floor Molds A	1.495
Assembly—Floor Molds B	1.45½
Babbitter A	1.29
Babbitter B	1.19
Belt Repairer	1.19
Bench Hand A	1.54
Bench Hand B	1.41
Bench Hand C	1.29
Bench Hand D	1.19
Bending Roll Operator A	1.49
Bending Roll Operator B	1.39
Bending Roll Operator C	1.29
Bending Roll Operator D	1.19
Blacksmith A	1.59
Blacksmith B	1.46
Blacksmith C	1.29
Blacksmith Helper	1.20
Blacksmith Leading	1.64
Boiler Maintenance Man	1.54
Boiler Scaler	1.29
Bolt Machine Operator A	1.44
Bolt Machine Operator B	1.29
Bolt Machine Operator C	1.19
Bolt Rounder	1.19
Bolt Turner A	1.44
Bolt Turner B	1.29
Bolt Turner C	1.19
Box and Crate Maker	1.21
Bricklayer Helper	1.17
Bricklayer Maintenance A	1.39
Bricklayer Maintenance B	1.24
Broacher A	1.29
Broacher B	1.21
Burner A	1.46
Burner B	1.36
Burner C	1.21
Carpenter A	1.54
Carpenter B	1.34
Carpenter Helper	1.17
Carpenter Maintenance A	1.39
Carpenter Maintenance B	1.24
Caulker A	1.44
Caulker B	1.32
Caulker C	1.19
Cement Finisher, Construction & Maintenance	1.24
Centrifugal Casting Machine Operator	1.24
Checking Castings A	1.19
Checking Castings B	1.13
Chief Shop Clerk	1.39
Chipper A	1.44
Chipper B	1.32
Chipper C	1.19
Chipper and Caulker A	1.57
Chipper and Caulker B	1.52
Chipping (Foundry) A	1.32
Chipping (Foundry) B	1.21
Chipping—Finish Chipping Propeller Wheels	1.39
Chipping Shop Helper (Foundry)	1.13
Chisel Grinder	1.21
Clerk, Shop Office	1.24
Coal Pulverizer	1.19
Coremaker A	1.45¼
Coremaker B	1.29
Core and Mold Digger	1.13
Cottering Machine Operator A	1.24
Cottering Machine Operator B	1.19
Cottering Machine Operator C	1.14
Counter-Tender A	1.19
Counter-Tender B	1.14
Crane Locomotive—Helper	1.17
Crane Operator A	1.47
Crane Operator B	1.34
Crane Operator C	1.26
Crane Operator (Foundry) A	1.34
Crane Operator (Foundry) B	1.275
Crane Operator—Locomotive	1.47
Crane Repairman A	1.49
Crane Repairman B	1.33
Crankshaft Grinder A	1.69
Crankshaft Grinder B	1.59
Crankshaft Grinder C	1.49
Crank Pin Turner A	1.69
Crank Pin Turner B	1.59
Cupola Operator A	1.44
Cupola Operator B	1.195
Cupola Operator C	1.13
Diemaker A	1.74
Diemaker B	1.54
Diemaker C	1.44
Diemaker D	1.29
Diemaker E	1.19
Diesel Engine Erector	1.69
Dispatcher A	1.54
Dispatcher B	1.39
Dispatcher C	1.29
Dispatcher D	1.19
Drill Press Operator, Radial A	1.44
Drill Press Operator, Radial B	1.29
Drill Press Operator, Radial C	1.19
Drill Press Operator, Upright A	1.29
Drill Press Operator, Upright B	1.19
Drill Press Operator, Upright C	1.14
Driller, Reamer & Tapper A	1.44
Driller, Reamer & Tapper B	1.34
Driller, Reamer & Tapper C	1.24
Driller, Reamer & Tapper—Boiler	1.52
Electric Furnace Operator A	1.30
Electric Furnace Operator B	1.19
Electrical Sub-Station Operator A	1.44
Electrical Sub-Station Operator B	1.29
Electrician—Construction A	1.54
Electrician—Construction B	1.34
Electrician—Construction C	1.19
Electrician—Maintenance A	1.54
Electrician—Maintenance B	1.34
Electrician—Maintenance C	1.19
Electrician—Production A	1.54
Electrician—Production B	1.34
Electrician—Production C	1.19
Electronics Technician A	1.69
Electronics Technician, Assistant	1.49
Engineer, Locomotive Test A	1.54
Engineer, Locomotive Test B	1.34
Engineer, Locomotive Test C	1.19
Engineer—Stationary A	1.49
Engineer—Stationary B	1.39
Engineer—Stationary C	1.19

Erector A	1.54
Erector B	1.41
Erector C	1.29
Erector D	1.19
Fireman, Locomotive Test A	1.39
Fireman, Locomotive Test B	1.33
Fireman, Locomotive Test C	1.19
Fireman Powerhouse	1.29
Fitter A	1.54
Fitter B	1.41
Fitter C	1.29
Fitter D	1.19
Flanger Hand (Boiler) A	1.64
Flanger Hand (Boiler) B	1.59
Flanger Hand (Boiler) C	1.46
Flanger Hand (Boiler) D	1.29
Flanger Hand (Boiler) E	1.20
Flanger, Press (Boiler) A	1.46
Flanger, Press (Boiler) B	1.29
Flanger, Press (Boiler) C	1.20
Flask Fitting A	1.255
Flask Fitting B	1.13
Floor Hand A	1.54
Floor Hand B	1.41
Floor Hand C	1.29
Floor Hand D	1.19
Flueman, Roller A	1.64
Flueman, Roller B	1.54
Flueman, Roller C	1.41
Forging Machine Operator (Upsetting & Swaging) A	1.59
Forging Machine Operator (Upsetting & Swaging) B	1.46
Forging Machine Operator (Upsetting & Swaging) C	1.29
Forging Machine Operator (Upsetting & Swaging) D	1.19
Furnace Operator A (All types other than electric)	1.30
Furnace Operator B (All types other than electric)	1.19
Gage Maker A	1.84
Gage Maker B	1.54
Gage Maker C	1.44
Gage Maker Leading	1.94
Garage Mechanic A	1.49
Garage Mechanic B	1.34
Gear Cutter A	1.44
Gear Cutter B	1.34
Gear Cutter C	1.24
Glazier, Putty (Surfacer) A	1.49
Glazier, Putty (Surfacer) B	1.29
Glazier, Putty (Surfacer) C	1.19
Grinder, External (Cylindrical) A	1.54
Grinder, External (Cylindrical) B	1.39
Grinder, External (Cylindrical) C	1.24
Grinder—Internal A	1.44
Grinder—Internal B	1.29
Grinder—Internal C	1.24
Grinder, Portable A	1.41
Grinder, Portable B	1.24
Grinder, Surface A	1.44
Grinder, Surface B	1.34
Grinder, Surface C	1.24
Grinder, Tool and Cutter A	1.54
Grinder, Tool and Cutter B	1.44
Grinder, Tool and Cutter C	1.34
Grinder, Tool and Cutter D	1.24
Hammersmith—Bradley A	1.59
Hammersmith—Bradley B	1.46
Hammersmith—Bradley C	1.29
Hammersmith—Bradley D	1.19
Hammersmith—Drop Forge A	1.59
Hammersmith—Drop Forge B	1.46
Hammersmith—Drop Forge C	1.29
Hammersmith—Drop Forge D	1.19
Hammersmith (Steam) A	1.69
Hammersmith (Steam) B	1.59
Hammersmith (Steam) C	1.46
Hammersmith (Steam) D	1.29
Heat Treater A	1.54
Heat Treater B	1.39
Heat Treater C	1.29
Heat Treater D	1.19
Heat Unit Operator	1.19
Helper, General	1.13
Honing Machine Operator A	1.49
Honing Machine Operator B	1.39
Honing Machine Operator C	1.19
Inspector A	1.665
Inspector B	1.49
Inspector C	1.29
Inspector—Chain and Sling	1.29
Inspector—Maintenance	1.39
Instrument Assembler A	1.24
Instrument Assembler B	1.19
Instrument Assembler C	1.14
Instrument Mechanic A	1.64
Instrument Mechanic B	1.44
Instrument Mechanic C	1.29
Instrument Mechanic D	1.14
Jacket Metal Worker A	1.59
Jacket Metal Worker B	1.42
Jacket Metal Worker C	1.32
Jacket Metal Worker D	1.19
Jack-Hammer Operator	1.13
Janitor	1.07
Laborer	1.07
Lagger A	1.54
Lagger B	1.44
Lagger C	1.29
Lagger D	1.19
Layer-Out (Boiler Plate & Shape) A	1.74
Layer-Out (Boiler Plate & Shape) B	1.64
Layer-Out (Boiler Plate & Shape) C	1.44
Layer-Out (Boiler Plate & Shape) D	1.29
Layer-Out (Castings and Forgings) A	1.64
Layer-Out (Castings and Forgings) B	1.54
Layer-Out (Castings and Forgings) C	1.39
Layer-Out (Castings and Forgings) D	1.29
Layer-Out (Tender Plates, Sheets, Shapes & Locomotive Jackets) A	1.69
Layer-Out (Tender Plates, Sheets, Shapes & Locomotive Jackets) B	1.59
Layer-Out (Tender Plates, Sheets, Shapes & Locomotive Jackets) C	1.39
Layer-Out (Tender Plates, Sheets, Shapes & Locomotive Jackets) D	1.19
Learner	945 & 1.00
Letter and Striper A	1.59
Letter and Striper B	1.42
Locomotive Brakeman	1.31
Locomotive Braking—Narrow Gage (Foundries)	1.13
Locomotive Conductor	1.44
Locomotive Engineer (Yard) A	1.49
Locomotive Engineer (Yard) B	1.34
Locomotive Fireman (Yard)	1.31
Locomotive Messenger	.69
Locomotive Operator—Narrow Gage	1.19
Machine Operator A	1.49
Machine Operator B	1.34
Machine Operator C	1.24
Machinist Leading	1.69
Machinist, Plant Service A	1.59
Machinist, Plant Service B	1.54
Machinist Production A	1.59
Machinist Production B	1.54
Magnaflux Operator A	1.49
Magnaflux Operator B	1.29
Magnaflux Operator C	1.19
Messenger—Shop	1.07
Metal Pouring	1.19
Metal Sorting	1.19
Millwright A	1.64
Millwright B	1.39
Millwright C	1.29
Molder A	1.45¼
Molder B	1.29
Molder and Coremaker Helper	1.13
Molder—Machine A	1.19
Molder—Machine B	1.13

Nut Facer A	1.29
Nut Facer B	1.24
Oiler	1.24
Oven Tending	1.13
Oxy-Acetylene Apparatus Repairman A	1.49
Oxy-Acetylene Apparatus Repairman B	1.24
Packer A	1.24
Packer B	1.13
Painter—Maintenance A	1.39
Painter—Maintenance B	1.24
Painter—Production A	1.54
Painter—Production B	1.34
Painter—Production C	1.19
Pattern Caretaker	1.28
Pattern Caretaker Helper	1.19
Pipe Bender A	1.54
Pipe Bender B	1.42
Pipe Bender C	1.29
Pipe Bender D	1.19
Pipe Bender and Fitter A	1.59
Pipe Bender and Fitter B	1.44
Pipe Coverer A	1.54
Pipe Coverer B	1.44
Pipe Coverer C	1.29
Pipe Coverer D	1.19
Pipe Fitter—Prod. & Main. A	1.54
Pipe Fitter—Prod. & Main. B	1.41
Pipe Fitter—Prod. & Main. C	1.29
Pipe Fitter—Prod & Main. D	1.19
Pipehanger (Clamps) A	1.44
Pipehanger (Clamps) B	1.29
Pipe Threading Machine Operator A	1.25
Pipe Threading Machine Operator B	1.19
Pitchometer Helper	1.13
Pitchometer Operator	1.34
Plumber—Maintenance	1.39
Pneumatic Tool Repairman A	1.39
Pneumatic Tool Repairman B	1.24
Polisher, Grinder and Buffer A	1.41
Polisher, Grinder and Buffer B	1.24
Polisher, Grinder and Buffer C	1.19
Press Assembler—Hydraulic or Mechanical Horizontal and Vertical Types A	1.49
Press Assembler—Hydraulic or Mechanical Horizontal and Vertical Types B	1.34
Press Operator, Horizontal, Hydraulic (Forging & Bending) A	1.54
Press Operator, Horizontal, Hydraulic (Forging & Bending) B	1.46
Press Operator, Horizontal, Hydraulic (Forging & Bending) C	1.29
Press Operator, Horizontal, Hydraulic (Forging & Bending) D	1.19
Press Operator, Vertical or Horizontal, Cold (Brake, Power Press) A	1.49
Press Operator, Vertical or Horizontal, Cold (Brake, Power Press) B	1.29
Press Operator, Vertical or Horizontal, Cold (Brake, Power Press) C	1.19
Press Operator, Vertical Hydraulic (Forging) A	1.59
Press Operator, Vertical Hydraulic (Forging) B	1.46
Press Operator, Vertical Hydraulic (Forging) C	1.29
Press Operator, Vertical Hydraulic (Forging) D	1.19
Punch Press Operator A	1.49
Punch Press Operator B	1.29
Punch Press Operator C	1.19
Punch Press Operator—"Buffalo"	1.54
Radiograph Operator A	1.665
Radiograph Operator B	1.49
Radiograph Operator C	1.29
Receiver—Storeroom A	1.39
Receiver—Storeroom B	1.29
Receiver—Storeroom C	1.19
Rigger A	1.49
Rigger B	1.39
Rigger C	1.26
Rivet Heater A	1.42
Rivet Heater B	1.29
Rivet Heater C	1.19
Rivet Holder-On (Bucker-Up) A	1.52
Rivet Holder-On (Bucker-Up) B	1.44
Rivet Holder-On (Bucker-Up) C	1.32
Rivet Holder-On (Bucker-Up) D	1.19
Riveter, Hydraulic A	1.57
Riveter, Hydraulic B	1.52
Riveter, Hydraulic C	1.39
Riveter, Pneumatic A	1.54
Riveter, Pneumatic B	1.37
Riveter, Pneumatic, Leading	1.57
Road Machinery Operator	1.29
Rod Straightening (Foundry)	1.13
Roofer A	1.34
Roofer B	1.24
Safety Inspector A	1.54
Safety Inspector B	1.39
Sandblasting Machine Operator	1.24
Sandblaster, Manual	1.34
Sandmixing	1.13
Sawer—Power Metal A	1.39
Sawer—Power Metal B	1.29
Sawer—Power Metal C	1.19
Saws—Power Metal A (Foundry)	1.34
Saws—Power Metal B (Foundry)	1.21
Scrap Cutter (Foundry)	1.13
Shear Operator A	1.44
Shear Operator B	1.34
Shear Operator C	1.19
Sheet Metal Worker (Including Tinsmith) A	1.59
Sheet Metal Worker (Including Tinsmith) B	1.42
Sheet Metal Worker (Including Tinsmith) C	1.32
Sheet Metal Worker (Including Tinsmith) D	1.19
Shipper	1.29
Shipping Clerk	1.13
Slingmaker A	1.34
Slingmaker B	1.24
Staybolter A	1.49
Staybolter B	1.44
Staybolter C	1.34
Staybolter D	1.19
Staybolt—Hammerer A	1.59
Staybolt—Hammerer B	1.52
Staybolt—Hammerer C	1.39
Storekeeper A	1.39
Storekeeper B	1.29
Storeroom Clerk	1.19
Straightener, Sheet Metal	1.44
Strain Gage Making—Checker A	1.19
Strain Gage Making—Checker B	1.13
Strain Gage Making—Manual A	1.19
Strain Gage Making—Manual B	1.13
Strain Gage Wrapper	1.09
Structural Steel Worker—Maintenance A	1.39
Structural Steel Worker—Maintenance B	1.24
Tester A	1.42
Tester B	1.24
Tester C	1.19
Thread Miller A	1.39
Thread Miller B	1.29
Thread Miller C	1.19
Tire Mounter A	1.41
Tire Mounter B	1.29
Tire Mounter C	1.19
Tool Crib Attendant A	1.19
Tool Crib Attendant B	1.09
Toolmaker A	1.74
Toolmaker B	1.64
Toolmaker Leading	1.84
Trackman A	1.14
Trackman B	1.09
Truck Driver	1.29
Trucker Industrial A	1.29

Trucker Industrial B	1.21
Trucker Industrial C	1.16
Tumbling Machine	1.195
Upholsterer	1.49
Valve Setter	1.59
Washer (Boiler & Tender Tank) A	1.39
Washer (Boiler & Tender Tank) B	1.29
Washer (Boiler & Tender Tank) C	1.19
Washing Castings	1.21
Welder Arc A	1.64
Welder Arc B	1.47
Welder Arc C	1.24
Welder—Maintenance	1.64
Welder—Oxy-Acetylene A	1.54
Welder—Oxy-Acetylene B	1.29
Welder—Oxy-Acetylene C	1.24
Welding (Foundry) A	1.54
Welding (Foundry) B	1.47
Welding (Foundry) C	1.32
Wheel Balancer	1.24
Wheel Dresser	1.24
Woodworking Machine Operator A	1.39
Woodworking Machine Operator B	1.24
Working Leader A	1.79
Working Leader B	1.69
Working Leader C	1.49
Working Labor Leader (Foundry)	1.19

COMPANY: Confidential (Railway Cars, Engines, Equipment)

UNION: Electrical Workers--CIO

LOCATION: Middle West

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: December 1947

Shift Bonus: 5¢ for night work

Starting rate and rate for trainee for classifications 3-3, 3-4, 3-6, 4-3, 5-7, 12-1, and 12-2, shall be 72.5 cents per hour and for all other classifications shall be 85 cents per hour except as follows:

A. Experienced employees hired for a job shall start at ten cents below the rate for that job, in no event, however, lower then the starting rate specified above, and shall receive the job rate after 30 days on the job. This shall apply to only those employees who received their experience on the job in question elsewhere than with the company.

B. Starting rate and rate for trainee for all classifications for boys in school, up to and including high school, shall be 55 cents per hour; after 60 days, 60 cents per hour; and after 90 days, 65 cents per hour; or not less than legal requirements, which ever may be greater. In case of rehire, starting rate shall be the level of starting rate attained at the time of last employment.

Boys in school up to and including high school, shall be ineligible for rating above the trainee grade in any classification.

1-1	General Labor	A	.875
1-2	Utility Labor	A	.90
2-1	Janitor	A	.90
2-2	Trucker - Hand	A	.90
2-3	Tool Dispatcher	A	.90
2-4	Watchman	A	.90
2-5			
2-6	Marking and Burring	A	.90
3-1			
3-2			
3-3	Casting Cleaning, Grinding and Sandblasting	A	.80
		B	.75
3-4	Foundry Shakeout	A	.80
		B	.75
3-5	Dip Tank - Brush Painter	A	.925
		B	.875
3-6	Core Sand Mixer	A	.80
		B	.75
3-7	Sewing Department	A	.925
		B	.90
		C	.875
3-8			
3-9	Hacksaw	A	.925
		B	.875
4-1	Yardman - Truck, Motor	A	.95
		B	.90
4-2	Truck Driver	A	.95
		B	.90
4-3	Wheelabrator	A	.825
		B	.775
4-4			
5-1	Assembler Bench	A	.975
		B	.925
		C	.90
5-2	Assembler - Floor	A	.975
		B	.925
		C	.90
5-3	Car Trimmer	A	.975
		B	.925
		C	.90
5-4	Drill Press, light	A	.975
		B	.925
		C	.90
5-5			
5-6	Punch Press	A	.975
		B	.925
		C	.90
5-7	Cupola	A	.85
		B	.80
		C	.775
5-8	Mill Room	A	.975
		B	.925
		C	.90
5-9	Hand Screw Machine	A	.975
		B	.925
		C	.90
5-10	Spray Booth	A	.975
		B	.925
		C	.90
5-11	Stockroom	A	.975
		B	.925
		C	.90
6-1	Receiving	A	1.00
		B	.95
		C	.90
6-2			
6-3	Order Filler	A	1.00
		B	.95
		C	.90
6-4	Packer and Checker	A	1.00
		B	.95
		C	.90
6-5	Wrapper	A	1.00
		B	.95
		C	.90
6-6	Crater	A	1.00
		B	.95
		C	.90
6-7	Box Maker	A	1.00
		B	.95
		C	.90
7-1	Boring Mills	A	1.025
		B	.95
		C	.90

7-2	Assembler - Gear	A	1.025
		B	.95
		C	.90
7-3	Drill Press - Radial, Heavy 4A and Rail	A	1.025
		B	.95
		C	.90
7-4	Lathes - Engine & Crankshaft	A	1.025
		B	.95
		C	.90
7-5	Milling Machine	A	1.025
		B	.95
		C	.90
7-6	Welder	A	1.025
		B	.95
		C	.90
7-7	Tin Shop	A	1.025
		B	.95
		C	.90
7-8	Checker - Parts	A	1.025
		B	.95
		C	.90
7-9	Machinist - Special	A	1.025
		B	.95
		C	.90
7-10	Pattern Storage & Repairman	A	1.025
		B	.95
		C	.90
8-1	Grinder - Cylindrical or Internal	A	1.075
		B	1.00
		C	.95
8-2			
8-3	Tool Crib	A	1.075
		B	1.00
		C	.95
8-4	Turret Lathe	A	1.075
		B	1.00
		C	.95
8-5	Lathe - Semi Automatic	A	1.075
		B	1.00
		C	.95
8-6	Automatic Screw Machine	A	1.075
		B	1.00
		C	.95
8-7	Precision Boring Machine	A	1.075
		B	1.00
		C	.95
8-8	Aluminum & Brass Furnace Tender	A	1.075
		B	1.00
		C	.95
9-1	Machinist - General	A	1.375
		B	1.20
		C	1.125
9-2	Inspector - Final Assembly	A	1.375
		B	1.175
		C	1.05
9-3	Inspector - Parts	A	1.375
		B	1.20
		C	1.125
9-4	Maintenance	A	1.375
		B	1.175
		C	1.05
		D	.95
9-5			
9-6	Blacksmith and Heat Treater	A	1.375
		B	1.175
		C	1.05
9-7	Turret Lathe - Special	A	1.375
		B	1.20
		C	1.125
9-8	Universal Three Way Boring Mill - Special	A	1.375
		B	1.20
		C	1.125
10-1	Grinder - Tool	A	1.425
		B	1.225
		C	1.125
10-2	Foreman - Working	Rate Range 1.175 to 1.55	
10-3	Pattern Maker	A	1.425
		B	1.225
		C	1.125
11-1	Tool and Die Maker	A	1.55
		B	1.375
		C	1.225
12-1	Moulders	A	1.175
		B	1.00
		C	.825
12-2	Coremaker	A	1.175
		B	1.00
		C	.825

Individual piece rates in the foundry (rates which are expressed in terms of dollars and cents per unit) remain unchanged.

COMPANY: Confidential (Locomotives)

UNION: Steelworkers--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: June 1948

Shift Bonus: 10% for night work

Occupation	Grade	Min.	Max.
		Range	
Accounting Clerk	A	$1.42	$1.49
Accounting Clerk	B	1.27	1.34
Accounting Clerk	C	.99	1.04
Addressograph Opr.	A	.99	1.04
Addressograph Opr.	B	.84	.89
Blue Print Clerk	A	1.24	1.29
Blue Print Clerk	B	.84	.89
Bookkeeping Machine Operator	A	1.14	1.19
Buyer	A	1.72	1.79
Buyer	B	1.47	1.54
Buyer's Assistant	A	.96	1.01
Calc. Mach. Opr.	A	1.14	1.19
Calc. Mach. Opr.	B	.99	1.04
Calc. Mach. Opr.	C	.89	.94
Car Tracer (Expedite)	—	1.37	1.44
Change Notice Checker	A	1.32	1.39
Change Notice Checker	B	1.19	1.24
Checker & Dispatcher	A	1.27	1.34
Chemical Lab. Ass't	--	1.24	1.29
Chemist	A	1.62	1.69
Clerk & Typist	A	.94	.99
Clock Repairman	--	1.42	1.49
Correspondent	A	1.47	1.54
Correspondent	B	1.27	1.34
Correspondent, Sales	—	1.47	1.54
Credit & Collection Clerk	—	1.345	1.415
Dispatcher	A	1.57	1.64
Dispatcher	B	1.42	1.49
Dispatcher	C	1.24	1.29
Doorman	—	.94	.99
Duplicator Operator	—	.84	.89
Elevator Operator	—	.94	.99
Equipment Clerk	—	1.14	1.19
Estimator - Labor	A	2.065	2.165
Estimator - Labor	B	1.79	1.89
Estimator - Labor	C	1.47	1.54
Estimator - Material	A	2.065	2.165
Estimator - Material	B	1.79	1.89
Estimator - Material	C	1.47	1.54
Estimator & Price Setter	—	1.24	1.29
Estimator's Clerk	—	1.14	1.19
Expediter	A	1.72	1.79
Expediter	B	1.42	1.49
Expediter	C	1.14	1.19
Expediter, Product.	A	1.37	1.44
Expediter, Product.	B	1.24	1.29
Export Traffic Clerk	—	1.42	1.49
File Clerk	A	.99	1.04
File Clerk	B	.89	.94
Fire Inspector	—	1.27	1.34
Fire Truck Opr.	—	1.19	1.24

Furniture Repairman	—	1.19	1.24
General Clerk	A	1.42	1.49
General Clerk	B	1.27	1.34
General Clerk	C	.99	1.04
General Clerk	D	.89	.94
Guard	A	1.24	1.29
Guard	B	1.02	1.07
Inspector	—	1.19	1.24
Instrument Mechanic	A	1.57	1.64
Instrument Mechanic	B	1.37	1.44
Instrument Mechanic	C	1.24	1.29
Instrument Mechanic	D	1.09	1.14
Interviewer	A	1.345	1.415
Interviewer	B	1.19	1.24
Inventory Clerk	A	1.42	1.49
Inventory Clerk	B	1.27	1.34
Investigator & Chauffer	—	1.27	1.34
Invoice Clerk	A	1.42	1.49
Invoice Clerk	B	1.27	1.34
Invoice Clerk	C	.94	.99
Janitor	—	.94	.99
Key Punch Machine Opr.	A	1.09	1.14
Key Punch Machine Opr.	B	.99	1.04
Key Punch Machine Opr.	C	.84	.89
Mail, File & Supply Room Cl.	A	.99	1.04
Mail, File & Supply Room Cl.	B	.84	.89
Materials Clerk	A	1.32	1.39
Materials Clerk	B	1.14	1.19
Messenger	—	1.02	1.07
Office Boy or Girl	—	.79	.84
Order Clerk, Sales	A	1.42	1.49
Order Clerk, Sales	B	1.27	1.34
Order & Records Clerk Diesel	A	1.42	1.49
Order & Records Clerk Diesel	B	1.27	1.34
Order & Records Clerk Renewal Parts	—	1.54	1.61
Pass & Badge Clerk	A	.99	1.04
Pass & Badge Clerk	B	.89	.94
Pass & Badge Clerk	C	.79	.84
Paymaster's Clerk	—	1.19	1.24
Payroll Clerk	A	1.42	1.49
Payroll Clerk	B	1.27	1.34
Payroll Mach. Opr.	—	1.09	1.14
Photographer	—	1.14	1.19
Photographer Clerk	—	.89	.94
Posting Clerk	A	1.04	1.09
Posting Clerk	B	.965	1.015
Posting Clerk	C	.84	.89
Price Setter & Expediter	A	1.14	1.19
Price Setter & Expediter	B	1.08	1.13
Receiver	—	1.42	1.49
Reception Clerk	—	.99	1.04
Records Clerk	A	1.47	1.54
Records Clerk	B	1.27	1.34
Routing Clerk	A	1.52	1.59
Routing Clerk	B	1.32	1.39
Sand Tester	—	1.14	1.19
Schedules Clerk	—	1.42	1.49
Shipper Assistant	A	1.24	1.29
Shipper Assistant	B	1.09	1.14
Shop Contact Man	—	1.14	1.19
Specifications Clerk	A	1.37	1.44
Specifications Clerk	B	1.24	1.29
Stenographer	A	1.19	1.24
Stenographer	B	.99	1.04
Stenographer	C	.89	.94
Stores Record Clerk	A	1.14	1.19
Stores Record Clerk	B	.99	1.04
Tabulat. Mach. Opr.	A	1.27	1.34
Tabulat. Mach. Opr.	B	.99	1.04
Telephone Maintenance Mechanic	A	1.62	1.69
Telephone Maintenance Mechanic	B	1.37	1.44
Telephone Maintenance Mechanic	C	1.24	1.29
Telephone Maint. Mech. Helper	—	1.13	1.18
Telephone Operator	A	.99	1.04
Telephone Operator	B	.89	.94
Teletype Operator	—	.89	.94
Typist	A	.99	1.04
Typist	B	.89	.94
Voucher Pay. Clerk	A	1.09	1.14
Voucher Pay. Clerk	B	.99	1.04
Analytical Engineer	A	2.34	2.44
Analytical Engineer	B	1.99	2.09
Bill of Material Compiler	A	1.45	1.52
Bill of Material Compiler	B	1.27	1.34
Blueprint Machine Operator	A	1.09	1.14
Blueprint Machine Operator	B	.89	1.14
Blueprint Paper Sensitizer	—	1.27	1.34
Designer	A	1.89	1.99
Designer	B	1.72	1.79
Designer	C	1.57	1.64
Designer - Machinery & Tools	—	1.94	2.04
Detail Draftsman	A	1.47	1.54
Detail Draftsman	B	1.24	1.29
Detail Draftsman	C	1.14	1.19
Diesel Test Engineer	A	1.89	1.99
Diesel Test Engineer	B	1.57	1.64
Draftsman Design	A	1.74	1.84
Draftsman Design	B	1.52	1.59
Draftsman, Elec.	A	1.74	1.84
Draftsman, Elec.	B	1.52	1.59
Draftsman - Junior	—	1.04	1.09
Draftsman - Tracer	—	.94	.99
Engineering Change Clerk	A	1.79	1.89
Engineering Change Clerk	B	1.57	1.64
Estimator Weights	A	1.89	1.99
Estimator Weights	B	1.62	1.69
Estimator Weights	C	1.32	1.39
Hydraulic Lab. Ass't	—	1.57	1.64
Lab. Technician	—	1.14	1.19
Layout Engineer	A	2.34	2.44
Layout Engineer	B	2.04	2.14
Leadman, Clerical - L. & O. Eng. Dept.	A	1.79	1.89
Leadman, Clerical - L. & O. Eng. Dept.	B	1.65	1.72
Leadman, Group Leader	A	2.21	2.31
Leadman, Group Leader	B	2.04	2.14
Methods Engineer	A	1.72	1.79
Methods Engineer	B	1.47	1.54
Methods Engineer	C	1.37	1.44
Patent Coordinator	—	1.72	1.79
Patent Draftsman	A	1.52	1.59
Patent Draftsman	B	1.27	1.34
Process Engineer	A	1.94	2.04
Process Engineer	B	1.67	1.74
Process Engineer	C	1.42	1.49
Rod & Chainman	—	1.14	1.19
Specification Checker	A	1.19	1.24
Specification Checker	B	1.04	1.09
Specifications Clerk	A	1.37	1.44
Specifications Clerk	B	1.24	1.29
Tool Design & Shop Co-ordinator	—	2.09	2.19
Tool Designer	A	1.94	2.04
Tool Designer	B	1.67	1.74
Tool Design - Expediter	A	1.52	1.59
Tool Design - Expediter	B	1.27	1.34
Tool Detailer	A	1.52	1.59
Tool Detailer	B	1.27	1.34
Tool Inventory Co-ordinator	—	1.42	1.49

COMPANY: Railway and Industrial Engineering Co.
UNION: Electrical Workers--CIO

LOCATION: Greensburg, Pa.

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 10¢ for night work

KEY SHEET

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
1	....	....	....	....	1.05
2	1.05	1.06	1.07	1.08	1.10
3	1.05	1.07	1.09	1.12	1.15
4	1.05	1.08	1.11	1.15	1.20
5	1.05	1.10	1.15	1.20	1.25
6	1.10	1.15	1.20	1.25	1.30
7	1.15	1.20	1.25	1.30	1.35
8	1.20	1.25	1.30	1.35	1.40
9	1.25	1.30	1.35	1.40	1.45
10	1.30	1.35	1.40	1.45	1.50
11	1.35	1.40	1.45	1.50	1.55
12	1.40	1.45	1.50	1.55	1.60

CLASS 1 — Labor (Any department except Foundry) — Janitor.

CLASS 2 — Thermorupter Assembler — Tool Crib attendent — Sweeper — Machine Opr. Helper — Fitter's Helper.

CLASS 3 — Galvanizer Helper — Spot Welder — Watchman — Electrician's Helper — Parkerizer — Drill Press Opr. — Acid Cleaner — Insulator Assembler — Blue Tag Attendant — Trucker (Any Department)—Bench Work—Foundry Labor — Maintenance Helper — Hook-up Man.

CLASS 4 — Pickler — Boiler Attendant — Storekeeper — Blacksmith Helper — Grinder — Small Sand Blast — Craneman — Buffer.

CLASS 5 — High speed Saw Opr. — Radial Drill — Painter — Saw Opr. — Machine Opr. (Steel Shop) — Crane and Cat. Opr. — Foundry Welder.

CLASS 6 — Galvanizer — Furnace Man — Sheet Metal Worker — Fitter — Electrician — Maintenance Man — Truck Driver — Brazer — Large Sand Blast.

CLASS 7 — Welder — Shipping General — Inspector — Assembler — Tool Grinder — Turret Lathe Opr. — Engine Lathe Opr. — Milling Machine Opr. — Boring Mill Opr. — Automatic Opr. — Punch Press Opr. — Machine Tool Repairman.

CLASS 8 — Maintenance Mechanic.

CLASS 9 — Core Maker.

CLASS 10 — Floor Moulder — Bench Moulder — Machine Moulder.

CLASS 11 — Pattern Maker — Layerout — Blacksmith.

CLASS 12 — Tool Maker.

A — New employees hired for any particular classification shall be hired at the first step of that classification.

B — Employees shall pass from one step of the rate range to the next step until they reach the fourth step of their particular classification at time intervals not to exceed three months between steps. This shall not apply, unless the employee has completed apprenticeship training, on Classifications 9 to 12 inclusive, where apprenticeship is a normal requirement.

C — Advancement from the fourth step to the fifth step shall be made only upon merit and upon proof that the employee can meet the requirements of a top rated employee.

COMPANY: Fruehauf Trailer Co.

UNION: Auto Workers--CIO

LOCATION: Erie, Pa.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; 1-yr. agmt.

MECHANIC "A".....$1.20 to $1.30 per hour
(Trailer Mechanics, Body Builders on Construction and repairs, welders, and Auto Painters)

The above classification shall be increased in wages as follows:

First 60 days employment in this classification....$1.20 per hour
Second 60 days employment in this classification...$1.25 per hour

Employees who are hired at or reclassified to the minimum of the range ($1.20 per hour) shall be increased as outlined above to $1.25 per hour. Increases from $1.25 per hour to the top of the range shall be considered merit increases based on performance.

MECHANIC "B".....$1.10 to $1.15 per hour

The above classification shall be increased in wages as follows:

First 60 days employment in this classification....$1.10 per hour
End of 60 days employment in this classification and thereafter while remaining in this classification.....$1.15 per hour

HELPER.....$ .95 to $1.05 per hour

The above classification shall be increased in wages as follows:

First 45 days employment in this classification....$ .95 per hour
End of 45 days employment in this classification...$1.00 per hour
End of 105 days employment in this classification and thereafter while remaining in this classification.....$1.05 per hour

COMPANY: Confidential (Railway Supplies)
UNION: Associated Unions of America
LOCATION: Great Lakes
SIZE OF COMMUNITY: 25-100,000
EFFECTIVE DATE: June 1947
WAGE REOPENING: At any time NICB cost-of-living index changes 10 points

Rates: Office employees (inexperienced): men, $125 per mo.; women, $100 per mo.; minors, $100 per mo.; temporary workers, $100 per mo. Increase to classification min. after 90 days

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COMPANY: Confidential (Locomotives)
UNION: Steelworkers--CIO
LOCATION: Middle Atlantic
SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: August 1947
WAGE REOPENING: June 1948

Rates: $1.09 basic min. wage; learners, laborers and temporary nonproduction employees start at 96½¢, receive $1.02 after 30 days, and $1.09 after 60 days

Shift Bonus: 4¢ on 2nd, 6¢ on 3rd shift

WATCHES, TOYS, AND NOVELTIES

COMPANY: Lionel Corp.

UNION: Playthings, Jewelry and Novelty Workers--CIO

LOCATION: Irvington, N. J.

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: April 1947

SCHEDULE 'A'

TIMEWORK RATES

L.G.	*Min.*	*6 Mos.*	*12 Mos.*	*18 Mos.*	*24 Mos.*
1	.81	.86	.91		
2	.86	.91	.97		
3	.91	.97	1.025		
4	.96	1.02	1.08		
5	1.01	1.075	1.14		
6	1.06	1.105	1.15	1.195	
7	1.11	1.16	1.205	1.25	
8	1.16	1.21	1.26	1.31	
9	1.21	1.27	1.32	1.37	
10	1.26	1.315	1.37	1.425	
11	1.31	1.35	1.41	1.44	1.48
12	1.36	1.405	1.45	1.495	1.54
13	1.41	1.46	1.505	1.55	1.595
14	1.46	1.51	1.56	1.61	1.655
15	1.51	1.56	1.61	1.66	1.71

SCHEDULE 'B'

GUARANTEED & OCCUPATIONAL WAGES FOR INCENTIVE WORKERS

L.G.	*Guaranteed Rate*	*Occupational Wage*
1	.70 + 8¢	.93 + 8¢
	.735 + 8¢	.98 + 8¢
	.77 + 8¢	1.03 + 8¢
2	.735 + 8¢	.98 + 8¢
	.77 + 8¢	1.03 + 8¢
	.825 + 8¢	1.10 + 8¢
3	.77 + 8¢	1.03 + 8¢
	.825 + 8¢	1.10 + 8¢
	.88 + 8¢	1.17 + 8¢
4	.82 + 8¢	1.09 + 8¢
	.875 + 8¢	1.17 + 8¢
	.935 + 8¢	1.25 + 8¢
5	.865 + 8¢	1.16 + 8¢
	.93 + 8¢	1.24 + 8¢
	.995 + 8¢	1.32 + 8¢
6	.915 + 8¢	1.22 + 8¢
	.96 + 8¢	1.28 + 8¢
	1.005 + 8¢	1.34 + 8¢
	1.045 + 8¢	1.40 + 8¢
7	.965 + 8¢	1.29 + 8¢
	1.01 + 8¢	1.35 + 8¢
	1.055 + 8¢	1.41 + 8¢
	1.10 + 8¢	1.47 + 8¢
8	1.01 + 8¢	1.35 + 8¢
	1.06 + 8¢	1.42 + 8¢
	1.11 + 8¢	1.48 + 8¢
	1.16 + 8¢	1.55 + 8¢
9	1.06 + 8¢	1.42 + 8¢
	1.12 + 8¢	1.49 + 8¢
	1.17 + 8¢	1.56 + 8¢
	1.215 + 8¢	1.62 + 8¢
10	1.11 + 8¢	1.48 + 8¢
	1.165 + 8¢	1.55 + 8¢
	1.215 + 8¢	1.62 + 8¢
	1.27 + 8¢	1.69 + 8¢
11	1.165 + 8¢	1.55 + 8¢
	1.20 + 8¢	1.60 + 8¢
	1.255 + 8¢	1.68 + 8¢
	1.285 + 8¢	1.71 + 8¢
	1.325 + 8¢	1.77 + 8¢
12	1.21 + 8¢	1.61 + 8¢
	1.25 + 8¢	1.665 + 8¢
	1.295 + 8¢	1.73 + 8¢
	1.34 + 8¢	1.79 + 8¢
	1.385 + 8¢	1.84 + 8¢
13	1.255 + 8¢	1.68 + 8¢
	1.305 + 8¢	1.74 + 8¢
	1.35 + 8¢	1.80 + 8¢
	1.395 + 8¢	1.86 + 8¢
	1.435 + 8¢	1.915 + 8¢
14	1.305 + 8¢	1.74 + 8¢
	1.355 + 8¢	1.81 + 8¢
	1.40 + 8¢	1.87 + 8¢
	1.45 + 8¢	1.94 + 8¢
	1.495 + 8¢	1.99 + 8¢
15	1.355 + 8¢	1.81 + 8¢
	1.40 + 8¢	1.87 + 8¢
	1.45 + 8¢	1.94 + 8¢
	1.50 + 8¢	2.00 + 8¢
	1.55 + 8¢	2.07 + 8¢

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 81¢; 5¢ increase each mo. until job rate reached

Shift Bonus: 7¢ for night work

Job Title	*Labor Grade*
Assembler I	2
Assembler II	1
Assembly Press Operator	3
Assembley Set Up Man	7
Assistant Set Up Man	6
Auto. Moulding Mach. Oper.	6
Band Saw Operator	4
Bench Boy	1
Bench Lathe Operator	5
Bonderizer	6
Brick Mason	8
Burrer Hand	3
Cafeteria Helper	2
Carpenter I	10
Cafeteria Leadman	8
Carpenter II	9
Carpenter Helper	3

Coil Finisher	2
Coil Finisher Leadman	7
Coil Impregnator	2
Compression Moulding Mach.	4
Controller & Switch Repairman	3
Counterman	5
Degreaser	4
Die Casting Machine Operator	6
Die Polisher	6
Diesel Engine Attendant	7
Display Carpenter	12
Drill Press Operator	3
Electrician	11
Electrician Helper	5
Estimator	4
Final Transformer Tester	2
Fireman	7
Fireman Helper	4
Fixture Filler (Labor Process)	1
Foot Press Operator	2
Furnace Tender (Alloy Maker)	6
Gear Hobbing Mach. Oper.	2
Hand Screw Oper. I	6
Hand Screw Oper. II (Auto. Screw Mach.)	3
Hand Screw Oper. II (Turret Lathe)	6
Inspector (Painting)	2
Inspector I	8
Inspector II	6
Inspector III	4
Inspector IV	2
Inspector & Tester (Coil Winding)	1
Inspector & Tester (Gen. Assembly)	2
Inspection Group Leader	9
Instrument Maker	14
Janitor	2
Jig Borer Hand	14
Junior Service Repairman	2
Keller Machine Hand	14
Kitchen Helper	3
Labor Process	1
Laborer	2
Lamination Assembler	2
Lathe Hand I	11
Lathe Hand II	7
Layout Man I	9
Layout Man II	7
Lead Operator	3
Leadman — Wire Stripping, Impregnating, Tape-Cutting, Oven Operation & Coil Forming	8
Leadman II	6
Machine Safety & Maintenance Man	7
Machinist I	12
Machinist II	10
Maintenance Handyman	6
Maintenance Helper	4
Maintenance Oiler	5
Maintenance Painter	6
Maintenance Welder	11
Material Handler	4
Material Mover	3
Milling Machine Operator I Drill Press	5
Milling Machine Oper. I—Prod.	5
Milling Machine Operator I Tool Room	11
Milling Machine Operator II Tool Room	7
Motor Tester & Repairman	3
Moulder	5
Multiple Coil Winder	3
Order Filler & Processor	3
Packer (Dept. 8)	2
Packer (Service)	2
Packer (Shipping)	2
Packer (Stock Room)	1
Parts Filing	1
Pattern Maker	12
Plater	10
Plater Helper	6
Power Press Operator	3
Power Shear Oper. & Mat. Supplier	4
Power Truck Operator	4
Production Carpenter	9
Production Grinding Mach. Oper.	4
Sanding Machine Oper.	3
Screw Machine Operator (Automatic Screw Mach.)	6
Screw Machine Operator (Drill Press)	6
Senior Service Repairman	4
Service Helper	1
Set Up Man— Coil Winding Machines	9
Set Up Man II— Coil Winding Machines	7
Set Up Man—Die Casting	12
Set Up Man—Drill Press	10
Set Up Man (Milling Machines)	11
Set Up Man (Moulding Mach.)	10
Set Up Man (Power Press)	9
Set Up Man (Special Press)	9
Set Up Man I (Auto. Screw Machine)	14
Set Up Man II (Auto. Screw Machine)	12
Shaper Hand I	10
Shaper Hand II	7
Single Coil Winder I	3
Single Coil Winder II	2
SlittingMachine Operator	3
Slitting & Shearing Mach. Oper.	5
Solderer	2
Special Press Operator	4
Spot Welder	2
Sprayer	4
Sprayer Helper(Labor Process)	2
Sprayer Learner	3
Stock Clerk (General)	4

JOB CLASSIFICATIONS AND LABOR GRADES

Job Title	*Labor Grade*
Stock Clerk (Service Parts Stock Room)	6
Stock Clerk Helper	1
Stock Room Helper	1
Tool Crib Attendant	4
Tool Grinder I	13
Tool Grinder II	8
Tool Hardener	10
Tool Inspector	15
Tool Room Drill Press I	11
Tool Room Drill Press II	7
Toolmaker I	15
Toolmaker II	13
Track Rail Machine Oper.	4
Transformer Repairman	3
Truck Driver & Rec. Room Helper	7
Tumbler Mach. & Furnace Oper.	4
Tumbling & Perform. Mach. Operator	6
Type 'S' Gear Cutting Mach.	2
Utility Assembly Operator	3
Vacuum Impregnator	5
Vacuum Impregnator Helper	2
Winding Impregnator	2
Wire Cutter	1
Wire Stripping, Tape Cutting & Coil Forming	1
Working Leader	6

COMPANY: Jewelry Stores (Eleven)

UNION: Jewelry Workers--AFL

LOCATION: San Francisco and Oakland, Calif.

SIZE OF COMMUNITY: -- --

EFFECTIVE DATE: October 1947

WAGE REOPENING: October 1948

Rates: $2 hiring rate for journeymen clock and watchmakers, $2.10 after 6 mos., $2.25 min. after 1 yr. Apprentices start at $25 per wk. for 1st 6 mos., $30 for 2nd 6 mos., $35 for 3rd 6, $40 for 4th 6, $45 for 5th 6, $53.50 for 6th 6, $62 for 7th 6, and $70.50 for 8th 6 mos.; starting the 5th yr., the rate is the journeymen's hiring wage of $2 per hr. Inexperienced female workers in watch repair dept. start at $35 per wk., receive a $2.50 increase every 6 mos. to the $45 min.

COMPANY: Confidential (Watches)

UNION: Watch Workers--Ind.

LOCATION: Great Lakes

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: August 1948

Rates: 80¢ starting min. for hrly. jobs rated below $1.00 and incentive jobs with expected earnings rate below $1.15; 90¢ for hrly. jobs rated above $1.00 and incentive jobs with expected earnings rate above $1.15

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

COMPANY: Confidential (Clocks)

UNION: Electrical Workers--CIO

LOCATION: New England

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: June 1948

Hiring Rate: 85¢ for men; 75¢ for women; 5¢ increase after 3 mos.

Shift Bonus: 5% on 2nd, 10% on 3rd shift

COMPANY: Hamilton Watch Co.

UNION: Watch Workers--Ind.

LOCATION: Lancaster, Pa.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: November 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: 75¢ hrly. min.; 75¢ guaranteed piece workers during 1st 9 wks; 80¢ thereafter

Shift Bonus: 5¢ on 2nd, 10¢ on 3rd shift

COMPANY: Confidential (Gold and Silver Jewelry)

UNION: Chemical Workers--AFL

LOCATION: Great Lakes

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: February 1947

WAGE REOPENING: February 1948

Hiring Rate: 85¢ for men; 65¢ for women

Shift Bonus: 5¢ for night work

COMPANY: Confidential (Watches, Clocks)

UNION: Watch Workers--Ind.

LOCATION: New England

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: May 1948

Hiring Rate: 76¢ for learners; 5¢ increase each 30 days until job rate reached

Shift Bonus: 5% on 2nd, 7½% on 3rd shift

AIR LINES

COMPANY: United Air Lines, Inc.

UNION: Air Line Stewardesses

LOCATION: Nationwide

SIZE OF COMMUNITY: - -

EFFECTIVE DATE: March 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Given below is a breakdown of the new system of payment for stewardesses to indicate the monthly salary paid when total flight time for the month exceeds 65 hours. A stewardess assigned as a First Stewardess will receive $10.00 per month in addition.

DOMESTIC SCALE

Time Periods	Base Pay	Hourly Rate for Hours in Excess of 65	Income when Stewardess flies 70	75	80	85
1st 6 mos. as Stewardess	$155.00	$1.75	$163.75	172.50	181.25	190.00
2nd 6 mos. " "	165.00	1.75	173.75	182.50	191.25	200.00
2nd year " "	175.00	1.75	183.75	192.50	201.25	210.00
3rd year " "	185.00	1.75	193.75	202.50	211.25	220.00
4th year " "	195.00	1.75	203.75	212.50	221.25	230.00
5th year " " and thereafter	205.00	1.75	213.75	222.50	231.25	240.00

COMPANY: United Air Lines, Inc.

UNION: Air Line Dispatchers--AFL

LOCATION: Nationwide

SIZE OF COMMUNITY: --

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

A. Flight Dispatcher.

1st year of service as Flight Dispatcher $450.00 per month
2nd year of service as Flight Dispatcher $475.00 per month
3rd year of service as Flight Dispatcher $500.00 per month
4th year of service as Flight Dispatcher $525.00 per month
5th year of service as Flight Dispatcher $550.00 per month
6th year of service as Flight Dispatcher $575.00 per month
7th year of service as Flight Dispatcher $600.00 per month

B. Junior Flight Dispatcher.

1st year of service as Jr. Flight Dispatcher $350.00 per month
2nd year of service as Jr. Flight Dispatcher $375.00 per month
3rd year of service as Jr. Flight Dispatcher $400.00 per month
4th year of service as Jr. Flight Dispatcher $425.00 per month

C. Assistant Flight Dispatcher.

1st yr. of service as Asst. Flight Dispatcher $250.00 per month
2nd yr. of service as Asst. Flight Dispatcher $275.00 per month
3rd yr. of service as Asst. Flight Dispatcher $300.00 per month
4th yr. of service as Asst. Flight Dispatcher $325.00 per month

COMPANY: Confidential

UNION: Air Line Pilots--AFL

LOCATION: Nationwide

SIZE OF COMMUNITY: --

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

PAY FIRST PILOTS:

SECTION 3. (a) First pilots shall receive annual base pay, payable monthly; as follows:

First year	$2,200.00 per annum	($183.33 mo.)
Second year	2,400.00 per annum	(200.00 mo.)
Third year	2,600.00 per annum	(216.67 mo.)
Fourth year	2,800.00 per annum	(233.33 mo.)
Fifth year	3,000.00 per annum	(250.00 mo.)
Sixth year	3,200.00 per annum	(266.67 mo.)
Seventh year	3,400.00 per annum	(283.33 mo.)
Eighth year and thereafter	3,600.00 per annum	(300.00 mo.)

(b) The computation of a first pilot's pay shall be in accordance with the aggregate amount of time in the service of the Company on first pilot's base pay status.

SECTION 4. (a) In addition to base pay, each first pilot shall be paid a minimum hourly pay, based upon the speed of equipment flown and whether day or night flying, as follows:

	Day per hr.	Night per hr.
Under 125 MPH	$4.00	$6.00
125 up to but not including 140 MPH	4.20	6.30
140 up to but not including 155 MPH	4.40	6.60
155 up to but not including 175 MPH	4.60	6.90
175 up to but not including 200 MPH	4.80	7.20
200 up to but not including 225 MPH	5.00	7.50
225 up to but not including 250 MPH	5.20	7.80
250 up to but not including 275 MPH	5.40	8.10
275 up to but not including 300 MPH	5.60	8.40
300 up to but not including 325 MPH	5.80	8.70

FIRST PILOT'S MILEAGE PAY:

SECTION 6. (a) A first pilot and reserve pilot when flying as a first pilot shall receive monthly mileage pay for all miles per hour flown at an hourly speed of more than 100 miles per hour during each month as follows:

1. $0.02 (two cents) times the difference between the total miles flown (but not exceeding 10,000) and 100 times the hours flown, plus
2. $0.015 (one and one-half cents) times the difference between the total miles flown and 10,000.

Example: Assuming 80 hours flying time at 195 miles per hour:

Miles flown in month (80 x 195)	15,600
Less miles at hourly speed of 100 miles (hours flown in month times 100 or 80 x 100)	8,000
Miles to be paid for	7,600

The number of miles to be paid for at 2 cents shall equal 10,000 minus the hours flown in the month times 100; the remaining miles to be paid for at 1.5 cents:

2,000 miles at 2 cents (10,000 - (80 x 100)	$ 40.00
5,600 miles at 1.5 cents (7,600 - 2,000)	84.00
Total mileage pay for month	$124.00

GROSS WEIGHT PAY:

SECTION 7. First pilots and reserve pilots, when serving as first pilots, shall be paid, in addition to other rates of compensation stipulated in this Agreement, gross weight of airplane rates in accordance with the maximum certificated gross weight of the Company's aircraft as follows: 1¾c for each 1,000 pounds of the maximum certificated gross weight of the aircraft for each hour flown, beginning with zero pounds and extending to the maximum certificated gross weight of the airplane:

Weight pay example: Douglas DC-3 airplane equals 25,000 lbs. maximum certificated gross weight, 25 x 1¾c equals $0.4375.

For the purposes of computing maximum gross weight pay, the total weight figure to the nearest 1,000 lbs. shall be used.

MINIMUM PAY—RESERVE PILOTS:

SECTION 8. (a) Reserve pilots shall receive copilots' pay while acting as copilots and first pilots' pay while acting as first pilots provided that in any month a reserve pilot shall not receive less than regular copilots' pay based on his total length of service as a pilot with the Company. The earned pay shall be computed as follows:

1. The copilot's pay and first pilot's pay shall be prorated on the basis of hours flown in the respective capacities.
2. In addition the reserve pilot, while serving in the capacity of a first pilot, shall receive hourly, gross weight and mileage pay, at the rates established for first pilots.

PAY COPILOTS:

SECTION 9. (a) Copilots shall be paid minimum monthly salaries as follows:

One year	First six months	$265.00 per month
	Second six months	285.00 per month
Two years	Third six months	305.00 per month
	Fourth six months	325.00 per month
Three years	Fifth six months	345.00 per month
	Sixth six months	365.00 per month
Four years	Seventh six months	385.00 per month
	Eighth six months	405.00 per month
Five years	Ninth six months	425.00 per month
	Tenth six months	445.00 per month
After the completion of five years of service and thereafter		465.00 per month

(b) In addition to his minimum monthly compensation as set forth in Paragraph (a) of this Section, a copilot shall be paid extra compensation at the rate of $40.00 per month for flying aircraft in excess of 50,000 lbs. and up to but not including 115,000 lbs. maximum certificated gross weight.

COMPANY: Pennsylvania-Central Airlines Corp.
UNION: Machinists
LOCATION: Nationwide

SIZE OF COMMUNITY: - -
EFFECTIVE DATE: June 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Lead Inspectors

A Lead Inspector shall receive 6¢ per hour over his pay rate or $1.95 per hour whichever is the higher.

After twelve months of service at this rate, increments of 1¢ per hour per year will be added up to a maximum of $2.05 per hour.

Employees entering this classification will have added to their base rate any 1¢ increments accrued in the Mechanics, Lead Mechanics, and/or Inspector classifications.

Inspectors

1st 6 months	$ 1.77 per hour
2nd 6 months	1.83 per hour
Thereafter	1.89 per hour

After twelve months of service at this rate, increments of 1¢ per hour per year will be added up to a maximum of $1.99 per hour.

Employees entering this classification will have added to their base rate any 1¢ increments accrued in Mechanic's or higher classifications.

Lead Mechanics

1st 6 months	$ 1.77 per hour
2nd 6 months	1.83 per hour
Thereafter	1.89 per hour

After twelve months of service at the top base rate, increments of 1¢ per hour per year will be added up to a maximum of $1.99 per hour.

Employees entering this classification will have added to their base rate any 1¢ increments accrued in the Mechanic's or higher classifications.

Mechanics

1st 6 months	$ 1.41 per hour
2nd 6 months	1.47 per hour
3rd 6 months	1.53 per hour
4th 6 months	1.59 per hour
5th 6 months	1.65 per hour
6th 6 months and Thereafter	1.71 per hour

After twelve months of service at the top base rate, increments of 1¢ per hour per year will be added up to a maximum of $1.81 per hour.

Apprentice Mechanics

1st 6 months	$ .90 per hour
2nd 6 months	.95 per hour
3rd 6 months	1.00 per hour
4th 6 months	1.05 per hour
5th 6 months	1.10 per hour
6th 6 months	1.20 per hour

Ground Service Employees

1st 6 months	$ .96 per hour
2nd 6 months	1.02 per hour
3rd 6 months	1.08 per hour
Thereafter	1.14 per hour

After twelve months of service at the top base rate, 1¢ per hour per year will be added up to a maximum of $1.24 per hour.

Plant Maintenance Helpers

1st 6 months	$ .90 per hour
2nd 6 months	1.00 per hour
3rd 6 months	1.06 per hour
4th 6 months	1.12 per hour
5th 6 months	1.18 per hour
Thereafter	1.24 per hour

After twelve months of service at the top base rate, 1¢ per hour per year will be added up to a maximum of $1.34 per hour.

Lead Plant Servicemen $ 1.54 per hour

After twelve months of service an additional 1¢ per hour per year will be added up to a maximum of $1.64 per hour.

Cleaners

1st 6 months	$ .88 per hour
2nd 6 months and Thereafter	.94 per hour

After twelve months of service at the top base rate, 1¢ per hour per year will be added up to a maximum of $1.04 per hour.

Radio Field Engineers

1st 6 months	$ 250. per month
Next year	275. per month
Next year	300. per month
Next year	325. per month
Thereafter	340. per month

COMPANY: United Air Lines, Inc.

UNION: Flight Radio Officers Ass'n.

LOCATION: Nationwide

SIZE OF COMMUNITY: --

EFFECTIVE DATE: March 1947

WAGE REOPENING: None specified; 1-yr. agmt.

	Per Month
A. Junior Flight Radio Officer	$250.00
B. Flight Radio Officer -	
1st 6 mos. of flight service as Flight Radio Officer	400.00
2nd 6 mos. of flight service as Flight Radio Officer	425.00
2nd year of flight service as Flight Radio Officer	450.00
3rd year of flight service as Flight Radio Officer	500.00
4th year of flight service as Flight Radio Officer	550.00
5th year of flight service as Flight Radio Officer	600.00

COMPANY: Confidential

UNION: Auto Workers--CIO

LOCATION: Nationwide

SIZE OF COMMUNITY: --

EFFECTIVE DATE: Adopted May 1947

WAGE REOPENING: None specified; agmt. expires May 1948

Shift Bonus: 4¢ on afternoon, 8¢ on night shift

(a) Apprentice Mechanics
The following rates of wages are established for Apprentice Mechanics and Apprentice Radio Mechanics:

1st six months	$ .90 per hour
2nd six months	.96 per hour
3rd six months	1.02 per hour
4th six months	1.08 per hour
5th six months	1.14 per hour
6th six months and thereafter	1.20 per hour

(b) Mechanics
The following rates of wages are established for Mechanics and Radio Mechanics:

1st six months	$1.36 per hour
2nd six months	1.43 per hour
3rd six months and thereafter	1.49 per hour

(c) Senior Mechanics
The following rates of wages are established for Senior Mechanics and Senior Radio Mechanics:

1st six months	$1.52 per hour
2nd six months	1.57 per hour
3rd six months and thereafter	1.68 per hour

(d) Crew Chiefs and Inspectors
The following rates of wages are established for Crew Chiefs and Inspectors:

1st six months	$1.68 per hour
2nd six months	1.74 per hour
3rd six months and thereafter	1.84 per hour

(e) Utility Men
The following rate of wage is established for Utility Men:
. . . . . $ .90 per hour

(f) Cleaners
The following rate of wage is established for Cleaners:
. . . . . $ .90 per hour

(g) Chief Cleaner
The following rate of wage is established for Chief Cleaner:
. . . . . $1.00 per hour

(h) Stock Handlers
The following rates of wages are established for Stock Handlers:

1st six months	$ .90 per hour
2nd six months	.96 per hour
3rd six months	1.02 per hour
4th six months	1.02 per hour
5th six months	1.14 per hour
6th six months	1.14 per hour
7th six months and thereafter	1.26 per hour

(i) Storekeepers
An additional rate of ten cents (10c) per hour above that established for Stock Handlers with equal seniority is to be paid to Storekeepers.

(j) Watchmen
The following rate of wage is established for Watchmen:
. . . . . $ .90 per hour

COMPANY: Confidential

UNION: Machinists

LOCATION: Nationwide

SIZE OF COMMUNITY: - -

EFFECTIVE DATE: February 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ on afternoon, 8¢ on night shift

Note: These rates apply to plant guards.

1st six months of service.....	$150.00	per month
2nd six months of service.....	160.00	" "
3rd six months of service.....	170.00	" "
4th six months of service.....	180.00	" "
5th six months of service.....	190.00	" "
6th six months of service & thereafter.....	200.00	" "

Sergeants of Guards - $25.00 per month in addition to the rate to which his seniority as a Guard entitles him.

COMPANY: Confidential

UNION: Auto Workers--CIO

LOCATION: Nationwide

SIZE OF COMMUNITY: - -

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 4¢ on "twilight," 8¢ on "graveyard" shift

(a) The following rate of pay is hereby established for crew chiefs:

Base rate . . . . . $1.94 per hour

An additional one cent ($.01) per hour shall be added to the basic hourly rate for each year of service retroactive to the date of assignment to the classification of mechanic up to a maximum of ten (10) years.

(b) The following rate of pay is hereby established for inspectors:

Base rate . . . . . $1.84 per hour

An additional one cent ($.01) per hour shall be added to the basic hourly rate for each year of service retroactive to date of assignment to the classification of mechanic up to a maximum of ten (10) years.

(c) The following rate of pay is hereby established for assistant crew chiefs:

Base rate . . . . . $1.72 per hour

An additional one cent ($.01) per hour shall be added to the basic hourly rate for each year of service retroactive to date of assignment to the classification of mechanic up to a maximum of ten (10) years.

(d) The following rates of pay are hereby established for senior mechanics:

1st six months of service . . $1.48 per hour
2nd six months of service . . 1.50 per hour
2nd year of service . . . 1.60 per hour

An additional two cents ($.02) per hour shall be added to the basic hourly rate for each year of service retroactive to date of assignment to the classification of mechanic up to a maximum of five (5) years.

(e) The following rates of pay are hereby established for mechanics:

1st six months of service . . $1.36 per hour
2nd six months of service . . 1.42 per hour

An additional two cents ($.02) per hour shall be added to the basic hourly rate for each year of service retroactive to date of assignment to the classification of mechanic up to a maximum of five (5) years.

(f) The following rates of pay are hereby established for apprentice mechanics:

1st six months of service . . $ .86 per hour
2nd six months of service . . .92 per hour
3rd six months of service . . .98 per hour
4th six months of service . . 1.04 per hour
5th six months of service . . 1.10 per hour
6th six months of service . . 1.16 per hour
4th year of service . . . . 1.22 per hour

(g) The following rate of pay is hereby established for senior stock clerks:

Base rate . . . . . $1.28 per hour

An additional two cents ($.02) per hour shall be added to the basic hourly rate for each year of service retroactive to date of assignment to the classification of stock clerk up to a maximum of five (5) years.

In addition to the rate of compensation established for senior stock clerks or stock clerks, the stock clerk in charge at a station other than the base station shall receive twelve cents ($.12) per hour in addition to his regular rate of pay.

(h) The following rates of pay are hereby established for stock clerks:

1st year of service . . . . $1.14 per hour
2nd year of service . . . . 1.19 per hour

An additional two cents ($.02) per hour shall be added to the basic hourly rate for each year of service retroactive to date of assignment to the classification of stock clerk up to a maximum of five (5) years.

(i) The following rates of pay are hereby established for apprentice stock clerks:

1st six months of service . .	$ .90 per hour
2nd six months of service . .	1.02 per hour
2nd year of service	1.08 per hour

(j) The following rates of pay are hereby established for tool crib attendants:

1st year of service	$1.14 per hour
2nd year of service	1.19 per hour

An additional two cents ($.02) per hour shall be added to the basic hourly rate for each year of service retroactive to date of assignment to the classification of tool crib attendant up to a maximum of five (5) years.

(k) The following rates of pay are hereby established for ground-service employees:

1st six months of service . .	$ .90 per hour
2nd six month of service . .	1.02 per hour
2nd year of service	1.09 per hour

An additional two cents ($.02) per hour shall be added to the basic hourly rate for each year of service retroactive to date of assignment to the classification of ground service up to a maximum of five (5) years.

In addition to the monthly rates of compensation established for ground service men, the Chief of Ground Service shall receive twelve cents ($.12) per hour, in addition to the pay above provided.

(l) The following rates of pay are hereby established for plant maintenance men:

1st six months of service . .	$1.36 per hour
2nd six months of service . .	1.42 per hour

An additional two cents ($.02) per hour shall be added to the basic hourly rate for each year of service retroactive to date of assignment to the classification of plant maintenance man up to a maximum of five (5) years.

(m) The following rate of pay is hereby established for lead cleaners:

Base rate	$ .96 per hour

An additional two cents ($.02) per hour shall be added to the basic hourly rate for each year of service retroactive to date of assignment to the classification of cleaner up to a maximum of five (5) years.

(n) The following rates of pay are hereby established for cleaners:

1st six months of service . .	$ .72 per hour
2nd six months of service . .	.75 per hour

An additional two cents ($.02) per hour shall be added to the basic hourly rate for each year of service retroactive to date of assignment to the classification of cleaner up to a maximum of five (5) years.

COMPANY: Flying Tiger Line, Inc.

UNION: Machinists

LOCATION: Nationwide

SIZE OF COMMUNITY: --

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 6¢ on 2nd and 3rd shift; 8 hrs. pay for 6½ hrs. work on 3rd shift

To be used in Domestic Operations

Subject to Article XXII, Wage Rules

Classifications	Minimum Rate of Pay
Lead Inspector	$400 Per Month
Inspector	$300 - $350 Per Month
Mechanic	1st 6 months $1.50 per Hour
	2nd " " 1.55 " "
	3rd " " 1.60 " "
	4th " " 1.65 " "
	5th " " 1.70 " "
	Thereafter 1.75 " "

Lead Mechanic
A Mechanic designated as a Lead Mechanic shall receive an additional 10¢ per hour above his regular pay

Mechanic's Helper	1st 6 months $1.20 per Hour
	2nd " " 1.25 " "
	3rd " " 1.30 " "
	4th " " 1.35 " "
	Thereafter 1.40 " "
Ground Serviceman	1st 6 months $1.10 per Hour
	2nd " " 1.15 " "
	3rd " " 1.20 " "
	Thereafter 1.25 " "

Lead Ground Serviceman
A Ground Serviceman designated as a Lead Ground Serviceman shall receive an additional 10¢ per hour above his regular pay.

Cleaners, Janitors and Laborers	1st 6 months $1.00 per Hour
	2nd " " 1.05 " "
	3rd " " 1.10 " "
	Thereafter 1.15 " "

Lead Cleaner, Janitor and Laborer
An employee designated as a Lead in the classification shall receive an additional 10¢ per hour above his regular pay.

To be used in the Contract Operations

Subject to Article XXII, Wage Rules

Classification	Minimum Rate of Pay
Lead Inspector	$400 Per Month
Inspector	$300 - $350 Per Month
Mechanic	1st 6 months $1.50 per Hour
	2nd " " 1.55 " "
	3rd " " 1.60 " "
	4th " " 1.65 " "
	5th " " 1.70 " "
	Thereafter 1.75 " "

Lead Mechanic - A Mechanic designated as a Lead Mechanic shall receive an additional 10¢ per hour above his regular pay.

Welder Utility	1st 6 months $1.40 per Hour
	2nd " " 1.45 " "
	3rd " " 1.50 " "
	4th " " 1.55 " "
	Thereafter 1.60 " "
Sheet Metal Worker	1st 6 months $1.35 per Hour
	2nd " " 1.40 " "
	3rd " " 1.45 " "
	4th " " 1.50 " "
	Thereafter 1.55 " "

Building Serviceman and Automotive Serviceman	1st 6 months	$1.25 per Hour
	2nd " "	1.30 " "
	3rd " "	1.35 " "
	4th " "	1.40 " "
	Thereafter	1.45 " "
Painter - Fabric & Dope	1st 6 months	$1.30 per Hour
	2nd " "	1.35 " "
	3rd " "	1.40 " "
	4th " "	1.45 " "
	Thereafter	1.50 " "
Mechanic's Helper	1st 6 months	$1.20 per Hour
	2nd " "	1.25 " "
(Mechanic's Helper -continued)	3rd 6 months	$1.30 per Hour
	4th " "	1.35 " "
	Thereafter	1.40 " "
Tool Crib Attendant	1st 6 months	$1.10 per Hour
	2nd " "	1.15 " "
	3rd " "	1.20 " "
	Thereafter	1.25 " "

At least one (1) Tool Crib Attendant shall be designated as a Lead Tool Crib Attendant and shall receive an additional 10¢ per hour above his regular pay.

Ground Serviceman	1st 6 months	$1.10 per Hour
	2nd " "	1.15 " "
	3rd " "	1.20 " "
	Thereafter	1.25 " "

A Ground Serviceman designated as a Lead Ground Serviceman shall receive an additional 10¢ per hour above his regular pay.

Cleaner, Janitor and Laborer	1st 6 months	$1.00 per Hour
	2nd " "	1.05 " "
	3rd " "	1.10 " "
	Thereafter	1.15 " "

An employee designated as a Leadman in the classification shall receive an additional 10¢ per hour above his regular pay.

COMPANY: Confidential

UNION: Air Line Flight Engineers--AFL

LOCATION: Nationwide

SIZE OF COMMUNITY: --

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agree.

Flight Engineers shall be paid a minimum salary, payable monthly, as follows:

Months Service as a Flight Engineer	Monthly Compensation
0 - 6	$425.00
7 - 12	450.00
13 - 18	475.00
19 - 24	500.00
25 - 30	525.00
31 - 36	550.00
37 - 42	575.00
43 - 48	600.00
After 48 months	610.00

(a) Assistant Flight Engineers shall be paid a minimum salary, payable monthly, as follows:

Months of Service as an Asst. Flight Engineer	Monthly Compensation
0 - 6	$325.00
7 - 12	350.00
13 - 18	375.00
19 - 24	400.00
25 - 30	425.00

COMPANY: Confidential

UNION: Air Line Pilots--AFL

LOCATION: Nationwide

SIZE OF COMMUNITY: --

EFFECTIVE DATE: October 1947

WAGE REOPENING: None specified; 1-yr. agmt.

PAY FIRST PILOTS:

SECTION 3. (a) First Pilots shall be paid a minimum base pay, payable monthly, at the following rates:

First year	$2,200.00 per annum
Second year	2,400.00 per annum
Third year	2,600.00 per annum
Fourth year	2,800.00 per annum
Fifth year	3,000.00 per annum
Sixth year	3,200.00 per annum
Seventh year	3,400.00 per annum
Eighth year and thereafter	3,600.00 per annum

HOURLY PAY COMPUTATION:

SECTION 4. (a) In addition to base pay, each first pilot or reserve pilot when acting as first pilot, for flying pay purposes, shall be paid hourly flying pay at rates based on the speed of the equipment flown, and whether such flying is day or night.

	Day Per Hr.	Night Per Hr.
Under 125 MPH	$4.00	$6.00
125 up to but not including 140 MPH	4.20	6.30
140 up to but not including 155 MPH	4.40	6.60
155 up to but not including 175 MPH	4.60	6.90
175 up to but not including 200 MPH	4.80	7.20
200 up to but not including 225 MPH	5.00	7.50
225 up to but not including 250 MPH	5.20	7.80
250 up to but not including 275 MPH	5.40	8.10
275 up to but not including 300 MPH	5.60	8.40
300 up to but not including 325 MPH	5.80	8.70

GROSS WEIGHT PAY:

SECTION 5. First pilots and reserve pilots, when serving as first pilots, shall be paid, in addition to other rates of compensation stipulated in the Agreement, gross weight of airplane rates in accordance with the maximum certificated gross weight of the Company's aircraft as follows: 1-3/4¢ for each 1,000 pounds of the maximum certificated gross weight of the aircraft for each hour flown, beginning with zero pounds and extending to the maximum certificated gross weight of the airplane:

Weight pay example: = 70,000 lbs. maximum certificated gross weight,

70 x 1-3/4¢ = $1.22½ per hr.

For the purpose of computing maximum gross weight pay, the total weight figure to the nearest 1,000 lbs. shall be used.

FIRST PILOT'S MILEAGE PAY:

SECTION 6. A first pilot and reserve pilot when flying as a first pilot shall receive monthly mileage pay for all miles per hour flown at an hourly speed of more than 100 miles per hour during each month as follows:

(a) $0.02 (two cents) times the difference between the total miles flown (but not exceeding 10,000) and 100 times the hours flown, plus

(b) $0.015 (one and one-half cents) times the difference between the total miles flown and 10,000.

Example: Assuming 80 hours flying time at 205 miles per hour:

Miles flown in month (80 x 205)	16,400
Less miles at hourly speed of 100 miles (hours flown in month times 100 or 80 x 100)	8,000
Miles to be paid for.....	8,400

The number of miles to be paid for at 2 cents shall equal 10,000 minus the hours flown in the month times 100; the remaining miles to be paid for at 1.5 cents.

2,000 miles at 2 cents 10,000 - (80 x 100)	$ 40.00
6,400 miles at 1.5 cents (8,400 - 2,000)	96.00
Total mileage pay for month.....	$136.00

PAY. COPILOTS:

SECTION 9. (a) Copilots shall be paid minimum monthly base pay, as follows:

First year..	First six months.....	$280.00 per month
	Second six months.....	300.00 per month
Second year	Third Six months.....	320.00 per month
	Fourth six months.....	340.00 per month
Third year	Fifth six months.....	360.00 per month
	Sixth six months.....	380.00 per month
Fourth year	Seventh six months.....	$400.00 per month
	Eighth six months.....	420.00 per month
After the completion of four years' service and thereafter.....		440.00 per month

(b) In view of the international character of the Company's operations, the following hourly rates of compensation for copilots will apply:

(1) In addition to base pay, copilots when serving as regular copilots on twin engine airplanes will be paid at the composite rate of fifty cents (50¢) for each hour flown, whether day or night flying.

(2) In addition to base pay, copilots when serving as second copilots on four engine airplanes will be paid at the composite rate of one dollar ($1.00) for each hour flown, whether day or night flying.

(3) In addition to base pay, copilots when serving as first copilots on four engine airplanes will be paid at the composite rate of two dollars ($2.00) for each hour flown, whether day or night flying.

COMPANY: American Airlines, Inc.

UNION: Air Line Pilots--AFL

LOCATION: Nationwide

SIZE OF COMMUNITY: --

EFFECTIVE DATE: March 1947

WAGE REOPENING: Not specified; 1-yr. agmt.

FIRST PILOTS' BASE PAY

First pilots shall receive annual base pay, payable monthly, at the following rates:

First year's longevity	$2,200.00
Second year's longevity	2,400.00
Third year's longevity	2,600.00
Fourth year's longevity	2,800.00
Fifth year's longevity	3,000.00
Sixth year's longevity	3,200.00
Seventh year's longevity	3,400.00
Eighth year's longevity and thereafter	3,600.00

FIRST PILOTS' HOURLY PAY

(a) In addition to base pay, each first pilot or reserve pilot while flying as first pilot, shall receive hourly flying pay at rates based upon the speed and certificated maximum gross takeoff weight of the equipment flown and whether such flying is day or night flying as follows:

BRACKET NO. I	DAY	NIGHT
For gross weights not exceeding 50,000 lbs.		
(a) Up to 125 MPH	$4.26	$6.39
(b) 125 up to but not including 150 MPH	4.50	6.75
(c) 150 up to but not including 175 MPH	4.76	7.14
(d) 175 up to but not including 200 MPH	5.00	7.50
(e) 200 up to but not including 225 MPH	5.26	7.89

	DAY	NIGHT
(f) 225 up to but not including 250 MPH...	5.50	8.25
(g) 250 up to but not including 275 MPH...	5.76	8.64
(h) 275 up to but not including 300 MPH...	6.00	9.00
(i) 300 up to but not including 325 MPH...	6.26	9.39

BRACKET NO. I

For gross weights exceeding 50,000 lbs but not exceeding 100,000 lbs.

(a) Up to 225 MPH.....	$6.00	$9.00
(b) 225 up to but not including 250 MPH...	6.26	9.39
(c) 250 up to but not including 275 MPH...	6.50	9.75
(d) 275 up to but not including 300 MPH...	6.76	10.14
(e) 300 up to but not including 325 MPH...	7.00	10.50
(f) 325 up to but not including 350 MPH...	7.26	10.89
(g) 350 up to but not including 375 MPH...	7.50	11.25
(h) 375 up to but not including 400 MPH...	7.76	11.64

BRACKET NO. III

For gross weights exceeding 100,000 lbs. but not exceeding 150,000 lbs.

	DAY	NIGHT
(a) Up to 225 MPH.....	$7.00	$10.50
(b) 225 up to but not including 250 MPH....	7.26	10.89
(c) 250 up to but not including 275 MPH....	7.50	11.25
(d) 275 up to but not including 300 MPH....	7.76	11.64
(e) 300 up to but not including 325 MPH....	8.00	12.00
(f) 325 up to but not including 350 MPH....	8.26	12.39
(g) 350 up to but not including 375 MPH....	8.50	12.75
(h) 375 up to but not including 400 MPH....	8.76	13.14

FIRST PILOTS' MILEAGE PAY

A first pilot and reserve pilot, when flying as first pilot, shall also receive mileage pay at monthly mileages of up to and including 10,000 miles; 10,001 to 12,000 miles, inclusive; and in excess of 12,000 miles, respectively, 2¢ per mile for each mile per hour in excess of 100 MPH during the first 10,000 miles flown; thence 1½¢ per mile for each mile per hour in excess of 100 MPH flown between 10,001 miles and 12,000 miles, inclusive; thence 1¢ per mile for each mile per hour in excess of 100 MPH flown in excess of 12,000 miles, such mileage pay to be computed on a "no reverting" basis, as follows:

$\frac{\text{speed} - 100}{\text{speed}}$ times 10,000 miles (or less, if less flown) times 2¢

plus

$\frac{\text{speed} - 100}{\text{speed}}$ times 2,000 miles (or less if less than 12,000 flown) times 1½¢

plus

$\frac{\text{speed} - 100}{\text{speed}}$ times miles in excess of 12,000, if any, times 1¢

equals

Mileage pay to be paid.

PAY OF RESERVE PILOTS

Minimum monthly compensation to which a reserve pilot shall be entitled is the amount which he would have earned had he served as copilot during such month. In addition thereto, he shall receive first pilot's hourly and mileage pay while serving as first pilot during such month, but in no month shall his total compensation exceed the amount which he would have received had all of his flying during such month been accomplished as a first pilot, at first pilot's rates and in accordance with his first pilot's longevity.

PAY OF COPILOTS

A copilot shall receive a monthly salary, based upon length of service with the Company as a pilot, as follows:

First year	First six months of service	$250.00 per month
	Second six months of service	280.00 per month
Second year	Third six months of service	310.00 per month
	Fourth six months of service	330.00 per month
Third year	Fifth six months of service	350.00 per month
	Sixth six months of service	370.00 per month
Fourth year	Seventh six months of service	390.00 per month
	Eighth six months of service and thereafter	410.00 per month

COMPANY: Confidential

UNION: Air Line Pilots--AFL

LOCATION: Nationwide

SIZE OF COMMUNITY: --

EFFECTIVE DATE: September 1947

WAGE REOPENING: None specified; 1-yr. agmt.

(a) First pilots shall be paid a minimum base pay, payable monthly, at the following rates:

First year	$2,200.00 per annum
Second year	2,400.00 per annum
Third year	2,600.00 per annum
Fourth year	2,800.00 per annum
Fifth year	3,000.00 per annum
Sixth year	3,200.00 per annum
Seventh year	3,400.00 per annum
Eighth year and thereafter	3,600.00 per annum

HOURLY PAY COMPUTATION

SECTION 4.
(a) In addition to base pay, each first pilot or reserve pilot when acting as first pilot, for flying pay purposes, shall be paid hourly flying pay at rates based on the speed of the equipment flown, and whether such flying is day or night flying as follows:

	Day Flying Per Hr.	Night Flying Per Hr.
Under 125 mph	$4.00	$6.00
125 up to but not including 140 mph	4.20	6.30
140 up to but not including 155 mph	4.40	6.60
155 up to but not including 175 mph	4.60	6.90
175 up to but not including 200 mph	4.80	7.20
200 up to but not including 225 mph	5.00	7.50
225 up to but not including 250 mph	5.20	7.80
250 up to but not including 275 mph	5.40	8.10
275 up to but not including 300 mph	5.60	8.40
300 up to but not including 325 mph	5.80	8.70

GROSS WEIGHT PAY

SECTION 5-A.
First pilots and reserve pilots, when serving as first pilots, shall be paid in addition to other rates of compensation stipulated in this agreement, gross weight of airplane rates in accordance with the maximum certificated gross weight of the Company's aircraft as follows: 1 3/4¢ for each 1,000 pounds of the maximum certificated gross weight of the aircraft for each hour flown, beginning with zero pounds and extending to the maximum certificated gross weight of the airplane:

Weight pay example: Douglas DC-3 = 25,200 lbs. maximum certificated gross weight; 25,200 lbs. x 1 3/4¢ per 1000 lbs. = $0.44 per hour.

For the purposes of computing maximum gross weight pay, the total weight figure to the nearest 1,000 lbs. shall be used.

MILEAGE PAY COMPUTATION

SECTION 6.

First pilots and reserve pilots acting as first pilots, shall be paid, in addition to other pay rates stipulated in this agreement, mileage pay at monthly mileages of under 10,000, and 10,000 miles or more respectively, two cents (2¢) and one and one-half cents (1½¢) a mile for all miles per hour flown at more than an hourly speed of more than 100 miles, such mileage pay to be computed on a "no-reverting" basis.

Example:

(a) $0.02 (two cents) times the difference between the total miles flown (but not exceeding 9,999) and 100 times the hours flown, plus

(b) $0.015 (one and one-half cents) times the difference between the total miles flown and 9,999 equals:

Total monthly mileage pay.

PAY RESERVE PILOTS

SECTION 9.

(a) A reserve pilot shall receive, as a minimum, his copilot's pay and in addition shall receive first pilot's hourly gross weight and mileage pay while acting as first pilot, but in no month shall his total pay exceed the amount which he would have received if all of his flying during that month had been accomplished as first pilot, at first pilot's rates in accordance with his seniority base pay status.

PAY COPILOTS

SECTION 10.

(a) Copilots shall be paid minimum monthly salaries as follows:

	First six months	$280.00 per month
One year	Second six months	300.00 per month
	Third six months	320.00 per month
Two years	Fourth six months	340.00 per month
	Fifth six months	360.00 per month
Three years	Sixth six months	380.00 per month
	Seventh six months	400.00 per month
Four years	Eighth six months	420.00 per month
After the completion of four years of service and thereafter		440.00 per month

AUTO SERVICE

COMPANY: Confidential (Gasoline Service Stations)
UNION: Teamsters--AFL

LOCATION: Pacific

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates: Lubricators, washers, polishers, finishers, tow car men--$9.80 per day; combination men--$9; gas island attendants--$8; steam cleaners--$10.50.

COMPANY: Confidential

UNION: Teamsters--AFL

LOCATION: Pacific

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ for night work

Classification	Rate Per Hour
Tire Rebuilders	$ 1.625
Lubrication Men	1.375
Tire Men	1.375
Steam Rack Men	1.375
Gas Pump Men	1.325
Stock Room Manager	1.40
Stock Room Attendant	1.325
Parts Pick-Up & Delivery	1.30
Truck Washer	1.275

COMPANY: Confidential (Machine and Truck Shops)
UNION: Machinists

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ on night shift

	Day Shift	Night Shift
Machinists	$1.53 per hour	$1.58 per hour
Machine Shop Welders ..	1.53 " "	1.58 " "
Electricians	1.53 " "	1.58 " "
One Mechanic	1.35 " "	1.40 " "
Machinist Helpers	1.07 " "	1.12 " "
Truck Shop Mechanics ..	1.38 " "	1.43 " "
Truck Shop Helpers	1.07 " "	1.12 " "
Two Greasers	.97½ " "	1.02½ " "

Apprentices: The Company and the Union agree to abide by the apprenticeship-agreement contract entered into with the Federal Government and the State Training Program. The wage rate of the apprentice will start at 55 per cent of the wage of the journeyman machinist for the first six months, or 1000 hours, and will increase 5 per cent for each six months, or 1000 hours of work performed, such apprentices to receive their full journeyman's rate upon completing a 4-year period, or 8000 hours.

COMPANY: Confidential

UNION: Painters--AFL

LOCATION: Pacific

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

	Per Hour	Per Day	Per. Wk.
Journeymen-Painters	$1.80	$14.40	$72.00
Sanders & Rubbers	1.65	13.20	66.00
Apprentices:			
First six months of employment			52 %
Second six months of employment			56½ %
Third six months of employment			60 %
Fourth six months of employment			65 %
Fifth six months of employment			69½ %
Sixth six months of employment			74 %
Seventh six months of employment			82½ %
Eighth six months of employment			91 %

COMPANY: Confidential

UNION: Machinists

LOCATION: Pacific

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates: $72 for auto and motorcycle mechanics, welders, trimmers, electrical machinists; $77 for auto machinists, metal men, body, fender and radiator repairmen.

Shift Bonus: 10% on 2nd, 15% on 3rd shift

COMPANY: San Francisco Bakery Employers Association

UNION: Machinists

LOCATION: San Francisco, Calif.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates: $74.50 per wk. for auto and motorcycle mechanics, welders, trimmers, electrical machinists; $79.50 for auto machinists, metal men, body, fender and radiator repairmen

Shift Bonus: 10% on night, 15% on midnight shift

COMPANY: Confidential (Garages)

UNION: Teamsters--AFL

LOCATION: Pacific

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates: $1.28 3/4 for all non-clerical employees, whose duties include washing, polishing, lubrication, tow-car operation, parking vehicles, etc.

COMPANY: Confidential

UNION: Teamsters--AFL; Machinists

LOCATION: Middle West

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 10% on shift starting after 10 a.m.

All employees shall be paid not less than the following rates of pay for each classification (TEAMSTERS UNION)

CLASSIFICATION FOR RETAIL DEALER ESTABLISHMENTS

1. AUTOMOTIVE GARAGE LABORERS

				Guarantee Per Week
CLASS A	Used Car Helpers, Washers (other than pressure type) Tire and Battery Service Men, Motor Riders, Pick-Up and Delivery Men, Polishers, General Garage Laborers			
	First 90 days of experience	77c	per hour	$35.42
	Second 90 days of experience	82c	per hour	37.72
	After 6 months of experience	87c	per hour	40.02
CLASS B	Watchmen and/or Sweepers (48) hour work week			
	First 90 days of experience	65c	per hour	33.80
	After 90 days of experience	70c	per hour	36.40

2. AUTOMOTIVE GARAGE SPECIALISTS

CLASS A	Lubrication Men, Heavy Truck Drivers (over one ton)			
	First 90 days of experience	$ 92½	per hour	42.55
	Next 180 days of experience	1.00	per hour	46.00
	After 12 months of experience	1.06	per hour	48.30
CLASS B	Pressure Type Washers, Kolor Kott, Simonizing, and Rub-Down Man, Utility Man, Paint Shop Helpers, Head Porters			
	Not less than	95c	per hour	43.70

NOTE: There must be one Class A or B employee in all shops.

The wages of Class A and B Garage Specialists working on a flat rate basis shall be computed by multiplying $1.20 by the number of hours specified for the job in the yearly factory flat rate manual, or as otherwise mutually agreed between employer and Union, with a minimum guarantee of not less than forty (40) hours per week straight time and four (4) hours overtime pay, with all other regular overtime provision standard requirements. In the event a standard charge includes materials, the charge for material shall be agreed to and deducted before computing the employee's percentage.

The following minimum wage shall prevail: (MACHINISTS UNION)

Journeymen Group No. 1: Automobile Mechanics, Welders, Electrical Machinists, $1.40 per hour, guarantee $56.00 per week, or forty (40) hours per week.

Journeymen Group No. 2: Metal Men, Body, Fender, Painter, Radiator Repairmen and Trimmers, $1.50 per hour; guarantee $60.00 per week, or forty (40) hours per week.

In the event that an employee's wages are based on the charge to the customer, he shall receive $1.30 per hour for each hour of work as indicated on the job ticket or the work order when issued; and such job ticket shall be written in accordance with the yearly factory flat rate manual. When a repair job is estimated the employee shall receive $1.30 per hour for the number of hours estimated.

Employees working on a flat rate system shall be entitled to the following guarantee:

Journeymen Group No. 1: Automobile Mechanics, Welders, Electrical Machinists; guarantee $56.00 per week.

Journeymen Group No. 2: Metal Men, Body, Fender, Painter, Radiator Repairmen and Trimmers; guarantee $60.00 per week.

Service Salesmen covered by this agreement shall receive $1.52½ per hour; guarantee $61.00 per week, or forty (40) hours per week.

Apprentices' starting rate for Automotive Mechanics' apprentices shall be seventy-three (73c) cents per hour, with increases as follows.

First Year:	Second six months 82c per hour, guarantee $32.80 or 40 hours per week.
Second Year:	First six months 91c per hour, guarantee $36.40 or 40 hours per week. Second six months $1.00 per hour, guarantee $40.00 or 40 hours per week.
Third Year:	First six months $1.09 per hour, guarantee $43.60 or 40 hours per week. Second six months $1.18 per hour, guarantee $47.20 or 40 hours per week.
Fourth Year:	First six months $1.27 per hour, guarantee $50.80 or 40 hours per week. Second six months $1.36 per hour, guarantee $54.40 or 40 hours per week.

3. AUTOMOTIVE GARAGE PARTS DEPARTMENT EMPLOYEES

				Guarantee Per Week
CLASS AA:	(a) Parts Department Managers who customarily handle parts, Panel Truck Parts Salesmen	$1.15	per hour	$52.90
	(b) Parts Department Managers who customarily handle parts and supervise three or more employees of the Parts Department	$1.35	per hour	62.10
CLASS A:	Countermen:			
	Inexperienced	$ .90	per hour	41.40
	After ninety days	.92½	per hour	42.55
	After six months' experience	95	per hour	43.70
	After one year experience	1.00	per hour	46.00
	After two years' experience	1.05	per hour	48.30
	After three years' experience	1.10	per hour	50.60
CLASS B	Helpers, Pickers, Packers, Order Fillers, Stockmen, Inventory Men, Pick-Up and Delivery Men, Male Clerks			
	First ninety days of experience	$ .87½	per hour	40.25
	After ninety days of experience	90	per hour	41.40
	After six months of experience	92½	per hour	42.55

CLASSIFICATIONS FOR PARTS WHOLESALERS AND PARTS DISTRIBUTORS

				Guarantee Per Week
1.	Assistant Managers	$1.20	per hour	$55.20
2.	Parts Specialists	1.15	per hour	52.90
3.	Head of Shipping & Receiving Dept	1.10	per hour	50.60
4.	Telephone Order Clerk & Counterman			
	First 90 days of experience	.90	per hour	41.40
	Second 90 days of experience	92½	per hour	42.55
	After six months' experience	.95	per hour	43.70
	After one year of experience	1.00	per hour	46.00
	After two years of experience	1.05	per hour	48.30
	After three years of experience	1.10	per hour	50.60
5.	Stockmen, Helpers, Helpers in Shipping & Receiving Dept., Pickers, Packers, Pick-Up and Delivery Men, Inventory Men			
	First 90 days of experience	87½	per hour	40.25
	Second 90 days of experience	90	per hour	41.40
	After six months of experience	92½	per hour	42.55
6.	Watchman and Janitor	80	per hour	36.80

BUILDING SERVICE

COMPANY: Chicago Real Estate Board

UNION: Building Service Employees--AFL

LOCATION: Chicago, Ill.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: On removal of government rent controls in area; 1-yr. agmt.

Number of Apartments or Flats	Minimum
2.....	$15.87
3.....	21.82
4.....	25.13
5.....	28.43

No classification or additional payments, conditioned upon the amount of rentals received, as set forth in said Section 10, shall be changed, modified or increased by reason of any increase in rentals between March 1, 1945 and July 16, 1947.

$34.99 Average Rent*	$35.00 to $59.99 Average Rent*	$60.00 Average Rent*
Rented—$4.761 per apartment or flat	Rented—$5.026 per apartment or flat	Rented—$5.092 per apartment or flat
Vacant—$2.00 per apartment or flat	Vacant—$2.25 per apartment or flat	Vacant—$2.50 per apartment or flat

Number of Apartments or Flats	Minimum	Minimum	Minimum
6.....	$34.57	$36.16	$36.55
7.....	39.33	41.18	41.64
8.....	44.09	46.21	46.74
9.....	48.85	51.23	51.83
10.....	53.61	56.26	56.92
11.....	58.37	61.29	62.01

Number of Apartments or Flats	Living Quarters	No Living Quarters	Living Quarters	No Living Quarters	Living Quarters	No Living Quarters
12.....	$ 57.13	$ 63.13	$ 60.31	$ 66.31	$ 61.10	$ 67.10
13.....	61.89	67.89	65.34	71.34	66.20	72.20
14.....	66.65	72.65	70.36	76.36	71.29	77.29
15.....	71.42	77.42	75.39	81.39	76.38	82.38
16.....	76.18	82.18	80.42	86.42	81.47	87.47
17.....	80.94	86.94	85.44	91.44	86.56	92.56
18.....	85.70	97.70	90.47	102.47	91.66	103.66
19.....	90.46	102.46	95.49	107.49	96.75	108.75
20.....	95.22	107.22	100.52	112.52	101.84	113.84
21.....	99.98	111.98	105.55	117.55	106.93	118.93
22.....	104.74	116.74	110.57	122.57	112.02	124.02
23.....	109.50	121.50	115.60	127.60	117.12	129.12
24.....	114.26	126.26	120.62	132.62	122.21	134.21
25.....	119.03	131.03	125.65	137.65	127.30	139.30

*Average rent is to be calculated as follows: Divide total rent paid by the number of apartments or flats rented.

$34.99 Average Rent*	$35.00 to $59.99 Average Rent*	$60.00 Average Rent*
Rented—$4.761 per apartment or flat	Rented—$5.026 per apartment or flat	Rented—$5.092 per apartment or flat
Vacant—$2.00 per apartment or flat	Vacant—$2.25 per apartment or flat	Vacant—$2.50 per apartment or flat

Number of Apartments or Flats	Living Quarters	No Living Quarters	Living Quarters	No Living Quarters	Living Quarters	No Living Quarters
26.....	123.79	135.79	130.68	142.68	132.39	144.39
27.....	128.55	140.55	135.70	147.70	137.48	149.48
28.....	133.31	145.31	140.73	152.73	142.58	154.58
29.....	138.07	150.07	145.75	157.75	147.67	159.67
30.....	142.83	154.83	150.78	162.78	152.76	164.76
31.....	147.59	159.59	155.81	167.81	157.85	169.85
32.....	152.35	164.35	160.83	172.83	162.94	174.94
33.....	157.11	169.11	165.86	177.86	168.04	180.04
34.....	161.87	173.87	170.88	182.88	173.13	185.13
35.....	166.64	178.64	175.91	187.91	178.22	190.22
36.....	171.40	183.40	180.94	192.94	183.31	195.31
37.....	176.16	188.16	185.96	197.96	188.40	200.40
38.....	180.92	192.92	190.99	202.99	193.50	205.50
39.....	185.68	197.68	196.01	208.01	198.59	210.59
40.....	190.44	202.44	201.04	213.04	203.68	215.68
41.....	195.20	207.20	206.07	218.07	208.77	220.77
42.....	199.96	211.96	211.09	223.09	213.86	225.86
43.....	204.72	216.72	216.12	228.12	218.96	230.96
44.....	209.48	221.48	221.14	233.14	224.05	235.05
45.....	214.25	226.25	226.17	238.17	229.14	241.14
46.....	219.01	231.01	231.20	243.20	234.23	246.23
47.....	223.77	235.77	236.22	248.22	239.32	251.32
48.....	228.53	240.53	241.25	253.25	244.42	256.42
49.....	233.29	245.29	246.27	258.27	249.51	261.51
50.....	238.05	250.05	251.30	263.30	254.60	266.60
51.....	242.81	254.81	256.33	268.33	259.69	271.69
52.....	247.57	259.57	261.35	273.35	264.78	276.78
53.....	252.33	264.33	266.38	278.38	269.88	281.88
54.....	257.09	269.09	271.40	283.40	274.97	286.97
55.....	261.86	273.86	276.43	288.43	280.06	292.06
56.....	266.62	278.62	281.46	293.46	285.15	297.15
57.....	271.38	283.38	286.48	298.48	290.24	302.24
58.....	276.14	288.14	291.51	303.51	295.34	307.34
59.....	280.90	292.90	296.53	308.53	300.43	312.43
60.....	285.66	297.66	301.56	313.56	305.52	317.52
61.....	290.42	302.42	306.59	318.59	310.61	322.61
62.....	295.18	307.18	311.61	323.61	315.70	327.70
63.....	299.94	311.94	316.64	328.64	320.80	332.80
64.....	304.70	316.70	321.66	333.66	325.89	337.89
65.....	309.47	321.47	326.69	338.69	330.98	342.98
66.....	314.23	326.23	331.72	343.72	336.07	348.07

*Average rent is to be calculated as follows: Divide total rent paid by the number of apartments or flats rented.

67.....	318.99	330.99	336.74	348.74	341.16	353.16
68.....	323.75	335.75	341.77	353.77	346.26	358.26
69.....	328.51	340.51	346.79	358.79	351.35	363.35
70.....	333.27	345.27	351.82	363.82	356.44	368.44
71.....	338.03	350.03	356.85	368.85	361.53	373.53
72.....	342.79	354.79	361.87	373.87	366.62	378.62
73.....	347.55	359.55	366.90	378.90	371.72	383.72
74.....	352.31	364.31	371.92	383.92	376.81	388.81
75.....	357.08	369.08	376.95	388.95	381.90	393.90
76.....	361.84	373.84	381.98	393.98	386.99	398.99
77.....	366.60	378.60	387.00	399.00	392.08	404.08
78.....	371.36	383.36	392.03	404.03	397.18	409.18
79.....	376.12	388.12	397.05	409.05	402.27	414.27
80.....	380.88	392.88	402.08	414.08	407.36	419.36
81.....	385.64	397.64	407.11	419.11	412.45	424.45
82.....	390.40	402.40	412.13	424.13	417.54	429.54
83.....	395.16	407.16	417.16	429.16	422.64	434.64
84.....	399.92	411.92	422.18	434.18	427.73	439.73
85.....	404.69	416.69	427.21	439.21	432.82	444.82
86.....	409.45	421.45	432.24	444.24	437.91	449.91
87.....	414.21	426.21	437.26	449.26	443.00	455.00
88.....	418.97	430.97	442.29	454.29	448.10	460.10
89.....	423.73	435.73	447.31	459.31	453.19	465.19
90.....	428.49	440.49	452.34	464.34	458.28	470.28
91.....	433.25	445.25	457.37	469.37	463.37	475.37
92.....	438.01	450.01	462.39	474.39	468.46	480.46
93.....	442.77	454.77	467.42	479.42	473.56	485.56
94.....	447.53	459.53	472.44	484.44	478.65	490.65
95.....	452.30	464.30	477.47	489.47	483.74	495.74
96.....	457.06	469.06	482.50	494.50	488.83	500.83
97.....	461.82	473.82	487.52	499.52	493.92	505.92
98.....	466.58	478.58	492.55	504.55	499.02	511.02
99.....	471.34	483.34	497.57	509.57	504.11	516.11
100.....	476.10	488.10	502.60	514.60	509.20	521.20

*Average rent is to be calculated as follows: Divide total rent paid by the number of apartments or flats rented.

Compute severance or vacation allowance pay at 1/30th of monthly salary per day if 11 days or less are earned.

Compute full year of severance or vacation allowance (14 days) at 4[illegible] of monthly salary.

Note: The following memorandum issued by the Chicago Real Estate Board in September, 1947, explains the revisions in the wage scales reproduced above.

*There has not been any change in the wage agreement with the Janitors' Union since May 1, 1946. Unless an increase in the average rent of a building changes the classification of the janitor, there will be no change in a janitor's wage.

CLASSIFICATIONS: In buildings of 6 apartments or more, there are three classifications: (1) where the average rent is $34.99 or under, (2) average rent $35.[illegible] to $59.99, and (3) average rent $60.00.

(1) In buildings where the average rent is $34.99 or less, janitors' wages will remain the same.

(2) In buildings where the average rent remains within the amounts of $35.00 and $59.99, janitors' wages will remain the same.

(3) In buildings where the average rents are $60.00 or more, janitors are entitled to an increase in wages.

In buildings containing 2, 3, 4 and 5 apartments where the average rent is $60.00 or less, the same minimum rates, as recorded in the wage scale prevail. They are: 2 apartments $15.87; 3 apartments $21.82; 4 apartments $25.13; and 5 apartments $28.43.

COMPUTATION OF JANITORS' WAGES WHERE THE AVERAGE MONTHLY RENT EXCEEDS $60.00:

Buildings of 6 apartments or more: Divide total monthly rental by 60 (carry total two figures beyond decimal). Multiply result by $5.092 (the janitor's wage for servicing each $60.00 rental). In case the janitor does not live in the building, add $6.00 in lieu of living quarters where buildings contain 6 to 17 units and $12.00 in lieu of living quarters where buildings contain 16 or more units.

Buildings of less than six apartments: Divide total monthly rental by 60 (carry total two figures beyond decimal). Multiply result by the amount the janitor is entitled to receive for servicing each $60.00 rental. The amount of compensation per $60.00 rental varies with the number of units in the building, as follows: Two Apartment Building - $7.94; Three Apartment Building - $7.27; Four Apartment Building - $6.26; and Five Apartment Building - $6.69."

COMPANY: San Francisco Hotel Owners' Ass'n.

UNION: Building Service Employees--AFL

LOCATION: San Francisco, Calif.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: July 1947; January 1948

WAGE REOPENING: January 1949

Shift Bonus: 40¢ per shift for night work except in "night" classifications

(b) Minimum Rates of Pay effective as of July 1, 1947:

	Weekly	Daily	Hourly	Overtime
Handyman and Maintenance Man	$45.90	$7.65	$ .95½	$1.43
Working Head Housemen	44.10	7.35	.92	1.38
Janitors	40.80	6.80	.85	1.27½
Housemen	40.80	6.80	.85	1.27½
Scrub and Lobby Porters	40.80	6.80	.85	1.27½
Vacuum Men	40.80	6.80	.85	1.27½
Hall and Lobby Porters	40.80	6.80	.85	1.27½
Tablemen	40.80	6.80	.85	1.27½
Elevator Starters	44.10	7.35	.92	1.38
Elevator Operators	40.80	6.80	.85	1.27½
Watchmen	40.80	6.80	.85	1.27½
Baggage Porters	39.00	6.50	.81	1.20½
Sample Room Men	39.00	6.50	.81	1.20½
Transportation Porters	39.00	6.50	.81	1.20½

(c) Minimum Rates of Pay effective as of January 1, 1948:

	Weekly	Daily	Hourly	Overtime
Handyman and Maintenance Man	$40.75	$8.15	$1.02	$1.53
Working Head Housemen	39.25	7.85	.98	1.47
Janitors	36.50	7.30	.91	1.36½
Housemen	36.50	7.30	.91	1.36½
Scrub and Lobby Porters	36.50	7.30	.91	1.36½
Vacuum Men	36.50	7.30	.91	1.36½
Hall and Lobby Men	36.50	7.30	.91	1.36½
Tablemen	36.50	7.30	.91	1.36½
Elevator Starters	39.25	7.85	.98	1.47
Elevator Operators	36.50	7.30	.91	1.36½
Watchmen	36.50	7.30	.91	1.36½
Baggage Porters	35.00	7.00	.87½	1.31
Sample Room Men	35.00	7.00	.87½	1.31
Transportation Porters	35.00	7.00	.87½	1.31

COMPANY: San Francisco Hospital Conference

UNION: Building Service Employees--AFL

LOCATION: San Francisco, Calif.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: September 1947

WAGE REOPENING: August 1948

Shift Bonus: $10 per month for evening and night shifts

CLASSIFICATION	STARTING RATE	AFTER 5 MO. EMPLOYMENT	AFTER 1 YR. EMPLOYMENT	AFTER 18 MO. EMPLOYMENT	AFTER 2 YRS EMPLOYMENT
A. Housekeeping					
Head Porter	$155.00	$167.50	$170.00	$172.50	$175.00
Asst. Housekeeper	155.00	157.50	160.00	162.50	165.00
Porter	145.00	147.50	150.00	162.50	155.00
Maid	145.00	147.50	150.00	152.50	155.00
Wallwasher	155.00	157.50	160.00	162.50	165.00
Window Washer	162.50	155.00	167.50	170.00	172.50
Linen Room Supervisor	165.00	167.50	170.00	172.50	175.00
Seamstress	152.50	155.00	157.50	160.00	162.50
Mender	152.50	155.00	157.50	160.00	162.50
Elevator Operator	145.00	147.50	150.00	152.50	155.00
Watchman	152.50	155.00	167.50	160.00	162.50
Floor Maintenance Man	155.00	157.50	160.00	162.50	165.00
Yardman	165.00	157.50	160.00	162.50	165.00
A. Housekeeping					
Storekeeper	$165.00	$157.50	$170.00	$172.50	$176.00
B. Dietary					
Head Dishwasher	160.00	162.50	155.00	157.50	170.00
Dishwasher and Potwasher	160.00	152.50	155.00	157.50	160.00
Vegetable Man	147.50	150.00	152.50	155.00	157.50
Salad Girl	147.50	150.00	162.50	156.00	157.50
Kitchen Helper	140.00	142.50	146.00	147.50	150.00
Steward	160.00	152.50	165.00	167.50	170.00
C. Laundry					
Washerman	175.00	177.50	180.00	162.50	165.00
Wringerman	175.00	177.50	160.00	162.50	165.00
Tumblerman	147.50	150.00	152.50	155.00	157.50
Marker & Distributer	155.00	157.50	150.00	162.50	166.00
Press Operator & Hand Ironer	150.00	162.50	165.00	167.50	150.00
Mangle Hand	145.00	147.50	150.00	152.50	165.00
Sorter	150.00	152.50	155.00	167.50	160.00
Maintenance Man	155.00	157.50	170.00	172.50	176.00
D. Nursing					
Head Orderly	170.00	172.50	175.00	177.50	160.00
Orderly	160.00	162.50	155.00	167.50	170.00
Surgery Orderly	150.00	162.50	165.00	167.50	170.00
Ward Helper	155.00	157.50	160.00	152.50	165.00
Surgery & Central Supply Helper	165.00	167.50	160.00	162.50	165.00
Head Attendent	155.00	167.50	170.00	172.50	175.00

COMPANY: Seattle Bowling Operators Ass'n.
UNION: Building Service Employees--AFL
LOCATION: Seattle, Washington
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: September 1947
WAGE REOPENING: April 1948

Pin Setters (Union Members) . . . . . 11¢ per line
Pin Setters (With Union Permits) . . . . . 10¢ per line

Regular Pin Setters Guarantees--
8-hr. shift ...$5 for 2 alleys, $3 for one
6-hr. shift ...$4 for 2 alleys, $2.50 for one
4-hr. shift ...$2.50 for 2 alleys, $2 for one

Foul Line Judges . . . . . $1 per hr.

ALLEYMEN	Duties: alleyman may do any work in the house, but in particular, shall maintain the alleys, racks, pins, and telescore.	$1.50 per hour for houses having 13 or more alleys, except during June, July, and August when the wage shall be $1.40 per hour. $1.40 per hour for houses having 12 or less alleys, except during June, July, and August when the wage shall be $1.30 per hour.
UTILITY JANITOR	Duties: Utility janitor may be used as assistant floorman, do all janitor work, minor repairs, light bulbs, etc. of building. They may not work on surface of alleys except to towel, and may not work on pins, telescore or rack except with permission of alleyman. They may do any other cleaning or washing inside buildings including inside window washing.	$1.30 per hour, except during June, July, and August when the wage shall be $1.20 per hour.
JANITOR	Duties: Janitors shall do all cleaning work. They shall not be required to do utility janitor work, floorman work or alleyman work.	$1.20 per hour, except during June, July, and August when the wage shall be $1.10 per hour.
FLOORMEN	Inexperienced (men and women) Inexperienced (men and women) Experienced (men and women) Duties: Shall be to towel the alleys, have general charge of the bowling alley or floor, make all sales and collections and can do any work in the building with the exception of alley work.	$1.20 per hour $1.30 after 90 days $1.30 per hour, except during June, July, and August when the wages shall be $1.10 and $1.20 per hour respectively.
ELEVATOR OPERATORS		$1.00 per hour
WATCHMEN or GUARDS		$1.30 per hour

ELEVATOR STARTER shall receive 12½¢ more than the regular scale.

COMPANY: Building Owners and Managers Ass'n. of San Francisco
UNION: Building Service Employees--AFL
LOCATION: San Francisco, Calif.
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: June 1947
WAGE REOPENING: June 1948

Section 10. The minimum hourly wage rates for full-time employees shall be as follows:

Pay Period	Janitresses	Janitors Watchmen Handymen	Foremen 10 or Less Employees	Foremen Over 10 Employees
Hourly (Straight-time)	$ .99	$1.08	$1.14	$1.195
Hourly (Overtime)	1.485	1.62	1.71	1.7925

Regular part-time employees are defined as those employees who are regularly on the payroll for at least twenty-five (25) consecutive working days, and who are not required to work a full forty (40) hours per week but have a regular schedule that may be a fraction of a day or a fraction of a week and are continuously employed at this part-time work. Temporary part-time employees are defined as those who are hired as a temporary or emergency measure and whose term of employment does not extend over 25 consecutive working days.

Regular and temporary part-time employees shall be paid as follows:

For a call of two hours or less:

Janitresses $3.71
Janitors 4.03

For a call of over two hours but less than four hours.

Janitresses $4.95
Janitors 5.39

For a call of four hours or more:

Janitresses $7.92
Janitors 8.64

COMPANY: Yale University

UNION: Construction Workers, Mine Workers

LOCATION: New Haven, Conn.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: February 1947

WAGE REOPENING: February 1948

Hiring Rate: 5¢ below classified rates for 1st 60 days

Shift Bonus: 10¢ for regularly scheduled night work; 3¢ for rotating shifts

Dept. and Job	Hourly Rate
Operating Service	
Part-time maids	$ .72½
Full-time maids	.72½
Janitors	.92½
Mail Clerks	.92½
Elevator operators	.72½
Laundry Helper	.72½
Campus Police	
College Guards	.95½*
Night Watchmen	.97½
Museum Guard	.97½
Grounds Maintenance	
Groundsmen	.92½
Section Groundsmen	1.00
General Groundsmen	1.05
Tree Man	1.15
Mechanic First Class	1.30
Truck Crews	
Truck Helper	.87½
Truck Driver	
Light trucks	.92½
Med.-heavy trucks	1.10
Construction and Maintenance	
Laborer	.92½
Incinerator Man	.97½
Mechanic's Helper	1.10
Mech. Help., 1st class	1.15
Mechanic	1.20
Mechanic, 1st class	1.30
Mechanical Specialist	1.40
Heating and Lighting	
Utility Man	.95½*
Boiler Cleaner	1.00
Fireman's Helper	.95½*
Fireman-Stokerman	1.13*
Steam Man	1.00
Mechanic	1.20
Mechanic, 1st class	1.30
Oiler	1.18*
Watch Engineer	1.33*

*The rates for these jobs include a premium of 3¢ per hour to compensate for night work involved by rotating shift operation.

COMPANY: Seattle Housing Authority

UNION: Building Service Employees-AFL

LOCATION: Seattle, Wash.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: June 1948

Hiring Rate:

Janitors	$2392 annually
Janitresses	$2392 annually
Watchmen, unarmed	$2392 annually
Janitor Foremen	$2652 annually

COMPANY: Lakeside School

UNION: Building Service Employees-AFL

LOCATION: Washington

SIZE OF COMMUNITY: --

EFFECTIVE DATE: September 1947

WAGE REOPENING: October 1948

Rates:	Per Mo.
Superintendent	$252.50
Ass't. Superintendent	$225.00
Custodians	$215.00
Part-time Workers	$1.15 per hr.

COMPANY: King County Housing Authority

UNION: Building Service Employees--AFL

LOCATION: Washington

SIZE OF COMMUNITY: --

EFFECTIVE DATE: April 1947

WAGE REOPENING: June 1948

Hiring Rate:	
Janitors	$1.15 per hr.
Janitresses	$1.15 per hr.
Watchmen	$1.30 per hr.

CONSTRUCTION

COMPANY: Associated General Contractors
UNION: Building and Construction Unions--AFL
LOCATION: Southern California
SIZE OF COMMUNITY: -- --
EFFECTIVE DATE: May 1947; July 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 3-shift operations--8 hrs. pay for 7 hrs. work on 2nd and 3rd shifts; 2-shift operations--8 hrs. pay for 7½ hrs. work on both shifts

LABORERS

Laborers, General or Construction	$1.35
Underground Laborer, including caisson bellowers	1.475
Operators and Tenders of pneumatic and electric tools, vibrating machines, and similar mechanical tools not separately classified herein	1.55
Miner (hand or machine)	1.70
Motorman	1.70
Cement Dumper (on 1 yd. or larger mixers and handling bulk cement)	1.55
Cribbers or Shorers	1.70
Powderman	1.70
Chucktender	1.50
Muckers, Dumpmen and Trackmen (in tunnels)	1.50
Asphalt Raker and Ironer	1.
Cutting Torch Operator (demolition)	1.
Concrete Curer—Impervious Membrane	1.5
Drillers (core, diamond or wagon)	1.77
Drillers (all others)	1.625
Fine Grader (Highway and Street Paving Only)	1.45
Gas & Oil Pipeline Laborer	1.40
Guard and/or Watchman	1.35
Gas & Oil Pipeline Wrapper—Pot Tender & Form Man	1.55
Gas & Oil Pipeline Wrapper—6 inch pipe and over	1.675
Landscape Gardener & Nursery Man	1.45
Riprap Stonepaver	1.525
Rock Slinger	1.60
Head Rock Slinger	1.85
Sandblaster (nozzleman)	1.775
Sandblaster (pot tender)	1.525
Scaler	1.40
Scaler—(using bos'n's chair or safety belt or power tools)	1.60
Sewer Pipe Layer (excluding caulker)	1.65
Sewer Pipe Caulker (using caulking Tools)	1.525
Sewer Pipe Caulker—Cement joints	1.40
Tarman and Mortarman	1.40
Window Cleaner	1.50

CEMENT FINISHERS

Cement Finisher	1.975
Cement Finisher (Composition or Mastic)	2.10
Cement Floor Finishing Machine Operator	2.10

IRON WORKERS

(Area south of the Tehachapi's only)

Reinforcing Iron Worker	1.975

OPERATING ENGINEERS

A-Frame-Boom Truck	1.90
Apprentice Engineer, including fireman, oiler, greaser	1.525
Air Compressor Operator	1.65
Asphalt Plant Fireman	1.775
Asphalt or Crushing Plant Engineer	1.90
Boring Machine Operator (excluding pneumatic or equipment of similar capacity)	1.975
Boxman or Mixer Box Operator (concrete or asphalt plant)	1.65
Concrete or Asphalt Spreading, Mechanical Tamping or Finishing Machine Operator	1.90
Concrete Mixer Operator—paving type and mobile mixer	2.00
Concrete Mixer Operator—skip type	1.775
Concrete Pump or Pumpcrete Gun Operator	1.775
Dinkey Operator	1.775
Drilling Machine Operator, incl. water wells	2.025
Elevating Grader Operator	2.025
Engineer—Generating Plant	1.725
Heavy Duty Repairman	1.90
Heavy Duty Repairman-Helper	1.525
Highline Cableway Operator	2.025
Highline Cableway Signalman	2.025
Locomotive Engineer	$2.025
Elevator Hoist Operator	1.85
Material Loader or Conveyor Operator	1.65
Motor Patrol Operator, including any type of power blade	2.025
Oshkosh or DW-10 or Tourneaupull Operator	2.025
Pavement Breaker Operator	1.85
Pile Driver Operator	2.10
Pump Operator	1.65
Road Oil Mixing Machine Operator	1.95
Roller Operator	1.85
Ross Carrier Driver	1.775
Skip Loader Operator—Wheel Type	1.775
Screed Operator	1.65
Stationary Pipe Wrapping and Cleaning Machine Operator	1.90
Surface Heater and Planer Operator	1.95
Tow Blade or Grader Operator	1.775
Tractor Hi-Lift Shovel Operator	2.10
Tractor Operator-Bulldozer, Tamper, Scraper or Drag Type Shovel or Boom attachments	1.90
Tractor Scraper or Drag Type Shovel—Tandem	2.275
Train Handlers (other than engine crew)	1.525
Traveling Pipe Wrapping and Cleaning Machine Operator	2.10
Trenching Machine Operator	1.975
Universal Equipment Operator (Shovel, Dragline, Derrick, Derrick-Barge, Clamshell or Crane)	2.10

TRUCK DRIVERS

(Except Kern, Inyo, and Mono Counties)

Drivers of Dump Trucks of less than 4 yds. water level	1.425
Drivers of Dump Trucks—4 yds. but less than 8 yds. water level	1.45
Drivers of Dump Trucks—8 yds. but less than 12 yds. water level	1.50
Drivers of Dump Trucks—12 yds. but less than 16 yds. water level	1.575
Drivers of Dump Trucks—16 yds. or more water level	1.775
Drivers of Trucks—Legal payload capacity less than 6 tons	1.425
Drivers of Trucks—Legal payload capacity between 6 and 10 tons	1.45
Drivers of Trucks—Legal payload capacity between 10 and 15 tons	1.50
Drivers of Trucks—Legal payload capacity between 15 and 20 tons	1.575
Drivers of Trucks—Legal payload capacity 20 tons or more	1.775
Drivers of Euclid Type Spreader Trucks	1.775
Drivers of Dumpster Trucks	1.775
Drivers of Transit—Mix Trucks—under 3 yds.	1.65
Drivers of Transit—Mix Trucks—3 yds. or more	1.775
Gas and Oil Pipeline Working Truck Driver, including Winch Truck and all sizes of Trucks	1.60
Ross Carrier Driver—Highway	1.775
Water Truck Driver—Under 2500 gal.	1.475
Water Truck Driver—2500 gal. or more	1.60
Industrial Lift-Truck	1.125
Truck Greaser and Tireman	1.475
Truck Repairman	1.90
Truck Repairman—Helper	1.525
Teamster	1.35
Warehouseman	1.35
Warehouseman—Clerk or Foreman	1.475

Winch Truck Drivers—12½c per hour additional when operating power winch, A Frames, or similar special attachments.

CARPENTERS		Kern County Local 1239
Carpenter	$1.90	$1.975
Shingler	2.025	2.10
Floorlayer	2.10	2.10
Millwright	2.10	2.10
Saw Filer	1.975	1.975
Table Power Saw Operator	1.975	1.975
Pile Driver Foreman	2.325	2.325
Pile Driver Man—Bridge or Dock Carpenter	2.025	2.025
Pile Driver Man—Derrick Bargeman	1.85	1.85
Pile Driver Man—Head Rock Slinger	2.00	2.00
Pile Driver Man—Rock Slinger	1.80	1.80

—II—

That Article XIX of the aforementioned Labor Agreement will be amended to include the following classifications and rates to apply to all work covered by said Agreement coming under the jurisdiction of International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America Local No. 87 performed in Kern, Inyo, and Mono Counties, California:

Dump Truck Drivers—Under 4 yds. water level	$1.45
Dump Truck Drivers—4 yds. and under 8 yds. water level	1.5375
Dump Truck Drivers—8 yds. and under 14 yds. water level	1.725
Dump Truck Drivers—14 yds. and under 18 yds. water level	1.7875
Dump Truck Drivers—18 yds. and over water level	1.9125
Drivers of Euclid Trucks—same as Dump Truck Drivers wage rates.	
Drivers of Transit—Mix Trucks—2 yds	1.475
Drivers of Transit—Mix Trucks—3 yds	1.55
Drivers of Transit—Mix Trucks—4 yds	1.625
Drivers of Transit—Mix Trucks—5 yds	1.65
Pick-Up Truck Drivers—under 1,000 lbs	1.45
Drivers of Flat-Rack Trucks—under 18,000 lbs	1.475
Drivers of Flat-Rack Trucks—18,000 lbs. and over	1.60
Drivers of Ross and other type carriers	1.725
Heavy-Duty-Low Bed Transports with gooseneck-tractor-trailer combination	1.725
Drivers of Dumpster Trucks	1.5375
Drivers of Winch Trucks, including A-Frame when winch is in operation	1.60
Drivers of Buggymobile Trucks	1.60
Water Truck Drivers—under 2500 gals	1.575
Water Truck Drivers—2 500 gals. or more	1.60
Drivers of Road Oiler Trucks	1.475
Bootman	1.475
Truck Greaser	1.475
Helpers, Warehousemen and Teamsters	1.45
Truck Repairman (job site)	To be negotiated
Truck Repairman-helper (job site)	To be negotiated
Gas and Oil Pipeline working Truck Driver, including Winch Truck and all sizes of trucks	1.60

JULY 1, 1947

ASBESTOS WORKERS	
Asbestos Worker	2.00
BLACKSMITHS	
Blacksmith	1.90
Blacksmith - Helper	1.525
BOILERMAKERS	
Boilermaker - Foreman	2.20
Boilermaker - Sub-Foreman	2.05
Boilermaker	1.95
Boilermaker - Helper	1.70
BRICKLAYERS	
Bricklayer & Stone Mason	2.375*
Bricktender	1.625
Marble Setter	1.80
Terrazzo Setter	2.15
Tile Layer (Setter)	2.20
*Long Beach, Pasadena and Inyo County—$2.25 Bricklayer, Stone Mason and Terrazzo Setter	
ELECTRICIANS	
Cable Splicer	2.45
Electrician	2.15
ELEVATOR CONSTRUCTORS	
Elevator Constructor	2.15
Elevator Constructor - Helper	1.50
GRANITE CUTTERS	
Granite Cutter	1.75
Granite Setter	1.75
GUNITE WORKERS	
Reboundman	1.375
Mixer Man	1.50
Gun Man	1.65
Nozzle Man	1.90
Rod Man	1.90
HOUSEMOVERS	
Housemover - Foreman	1.90
Housemover	1.65
Jr. Housemover ($1.35 - 30 days)	1.425
IRON WORKERS	
Metal Pan Setter	1.625
Metal Pan Setter - Helper	1.40
Ornamental Iron Worker	1.975
Structural Iron Worker	2.10
LATHERS	
Lather (Metal Furring)	2.25†
Lather (Nail on)	2.25†
PAINTERS	
Brush	1.75
Brush, Swing Stage	1.875
Steel and Bridge	1.875
Steel & Bridge, Swing Stage	2.00
Spray Gun or Sandblaster	2.00
Spray Gun or Sandblaster - Swing Stage	2.125
Spray Gun (San Pedro - 5 hr. day)	2.75
Paint Burner	1.875
Paper Hanger	1.875
Steeple-Jack Work	3.00
Carpet Linoleum and Soft Tile Layer	2.00
Glazier	1.62
*Sandblaster $2.00—Swing Stage $2.25.	
PLASTERERS	
Plasterer	2.25
Plasterer Tender	1.95
PLUMBERS AND FITTERS	
Plumber - Foreman	2.50
Plumber - Gas or Lawn Sprinkler Fitter	2.25
Plumber - Lead or Cement Caulker	2.25
Steamfitter - Foreman	2.50
Steamfitter	2.25
Lead Burner	2.50
Industrial Pipefitter - Foreman	2.45
Industrial Pipefitter	2.20
Industrial Pipefitter - Helper	1.45
Journeyman (Pipeline) - Foreman	2.45
Journeyman (Pipeline)	2.20
Helper (Pipeline)	1.45
Sprinkler Fitter	1.75
Sprinkler Fitter - Helper	1.10
Refrigeration Fitter	1.85
ROOFERS	
Roofer	1.75
Roofer - Foreman	1.95
Damp, Waterproof or Bituminous Enameler	
SHEET METAL WORKERS	
Sheet Metal Worker	1.94
STONE CUTTERS	
Stone Cutter	1.25
Stone Setter	1.50
TILE, MARBLE OR TERRAZZO HELPERS	
Marble Setters Helper	1.50
Tile Setters Helper	1.60
Terrazzo Setters Helper and Floor Machine	1.625
Terrazzo Setters Helper (Permit Man - first 90 days)	1.375
Terrazzo Machine Man ($1.75 - first 90 days)	1.875
*Not applicable in City of San Diego	

OPERATING ENGINEERS — Asphalt Plant

Per Hour	
$1.90	Plant Engineer or Foreman
1.90	Tractor-Dozer Operator
1.90	Heavy Duty Repairman
1.65	Box Mixer Operator
1.775	Engineer on Dryer
1.525	Plant Apprentice—Oiler & Greaser

Diver—Diving Rates:

Working from		Per Day
0 ft. to	50 ft. below water surface	$38.50
50 ft. to	60 ft.	40.50
60 ft. to	70 ft.	42.50
70 ft. to	80 ft.	46.50
80 ft. to	90 ft.	50.50
90 ft. to	100 ft.	55.50
100 ft. to	110 ft.	62.50
110 ft. to	120 ft.	70.50
120 ft. to	130 ft.	80.50

For diving to depths greater than 130 ft., the rate shall be subject to mutual agreement between diver and Contractor.

Diver—Stand-by Rate $19.25

GAS AND OIL TRANSPORTATION PIPELINES

Journeyman	$2.20 per hour
Journeyman-Helper	$1.45 per hour

INDUSTRIAL PIPE WORK

Industrial Pipe Fitter	$2.20 per hour
Helper	$1.45 per hour

STEEL ERECTION

Ornamental Iron Worker	$1.975 per hour
Structural Iron Worker	$2.10 per hour

COMPANY: Associated General Contractors
UNION: Building and Construction Trades Council--AFL
LOCATION: Mobile, Ala.
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: August 1947
WAGE REOPENING: None specified; 1-yr. agmt.

CRAFT	PER HOUR
BRICKLAYERS LOCAL	
Journeyman	$2.00
Foreman	2.25
CARPENTERS	
Journeyman	1.75
Foreman	2.00
Apprentice, 1st yr.	1.075
" 2nd yr.	1.175
" 3rd yr.	1.325
" 4th yr.	1.525
Power Saw Operator	1.875
Creosote Material	2.00
Pile Driver Journeyman	1.875
Pile Driver Foreman	2.125
Pile Driver Apprentice	
1st yr.	1.125
2nd yr.	1.25
3rd yr.	1.50
4th yr.	1.75
Creosote Material	2.00
OPERATING ENGINEERS LOCAL	
Equipment Foreman	$2.25
Master Mechanic	2.25
Heavy Duty Mechanic	2.00
Crane Operator	2.00
Shovel Operator	2.00
Derrick Operator	2.00
Dragline Operator	2.00
Pile Driver Engineer	2.00
Hoist Engineer (2 drums or more)	2.00
Bulldozer	1.875
Mixers, 10-S or larger	1.875
Motor Patrole	1.875
Rollers	1.875
Paving Machinee	1.875
Scrapers	1.875
Turnapulls	1.875
One-Drum Hoist on structurees over 50 ft.	1.875
Locomotive Engineer	1.875
Pumpcrete Machinee	1.875
Tractors with any power control attachments	1.875
Wench Trucks	1.876
Air Compressors	1.625
House Elevators (when hoisting building material)	1.625
One-Drum Hoist on structures less than 50 ft.	1.625
Mixers (Under 10-S)	1.625
Pumps	1.625
Tractore	1.625
Fireman	1.375
Switchman	1.375
Brakeman	1.375
Flagman	1.375
Oilers	1.225
Mechanic Helpere	1.225
LATHERS LOCAL	
Journeyman	1.75

CRAFT	PER HOUR
LABORERS LOCAL	
Bldg. & constr. Laborers, Tenders, Concrete Work, Pipe Laying, etc.	.90
Air Operating tools (Jackhammer, drills, paving breakers, vibrators, toppers, etc.	1.00
Mortar Mixers	1.00
Labor Foreman	1.35

PLASTERERS & CEMENT FINISHERS

Journeymen	1.75
Foremen	2.00

IRON WORKERS LOCAL

Journeymen	2.00
Iron Worker Apprentice	1.50
Sheeters	2.25
Riggers & Finishers	2.00
Journeymen Rodmen	1.75
Apprentice Rodmen	1.375

TRUCK DRIVERS LOCAL

Truck Drivers up to 1½ tons	1.00
1½ & up to 3 tons	1.25
3 & up to 5 tons	1.50
Semi trailers, 5 tons & over, including Euclid & Kornig Wagons	1.75
Farmall & similar equipment	1.50
Truck Helpers	.90

CRAFT	PER HOUR
ASBESTOS WORKERS LOCAL	
Journyemen	1.875
Apprentice, 1st yr.	1.075
2nd yr.	1.175
3rd yr.	1.275
4th yr.	1.375
BOILER MAKERS LOCAL	
Journeymen	1.75
Helpers	1.50
Pushers	1.875
Foremen	2.00
ELECTRICAL WORKERS LOCAL	
Journeymen	1.875
Foremen 25¢ above journeymen	
Apprentice, 1st. yr.	.85
2nd yr.	.95
3rd yr.	1.15
4th yr.	1.25
ELEVATOR CONSTRUCTORS LOCAL	
Mechanics	1.80
Helpers	1.26
GLAZIERS & GLASSWORKERS	
Journeymen	1.45
After July 1, 1947	1.50
Foremen 25¢ per hr. above journ.	
Apprentice, 1st yr.	.75
2nd yr.	.90
3rd yr.	1.15

CRAFT	PER HOUR
PAINTERS	
Brush	1.625
Steel	1.875
Foremen 25¢ per hr. over journ.	
Apprentice, 1st & 2nd 6 mo.	.75
3rd 6 mo.	.85
4th 6 mo.	.95
5th 6 mo.	1.05
6th 6 mo.	1.25
Spray Gun, Steam Cleaning and Sand Blasting-	2.25
Paper Hangers	1.75
PLUMBERS & STEAM FITTERS	
Journeymen	2.00
Foremen	2.25
Gen. Foremen	2.50
ROOFERS & WATERPROOFERS	
Journeymen	1.625
Foremen	1.75
Apprentice, 1st 3 mo.	.90
1st yr.	1.00
2nd yr.	1.10
3rd yr.	1.20
4th yr.	1.30
SHEET METAL WORKERS LOCAL	
Journeymen	1.625
Foremen	1.875
Apprentice, 55% to 85% of Journeymans pay	

COMPANY: Confidential

UNION: Building and Construction Unions--AFL

LOCATION: Middle West

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: October 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 3-shift operations--8 hrs. pay for 7 hrs. work on all shifts; 2-shift operations--8 hrs. pay for 7½ hrs. work on both shifts

	Per Hour
Asbestos Worker	$ 2.12½
" " Foreman	2.25
Brickleyer	2.25
" Foreman	2.50
" Hodcarrier	1.65
Carpenter	2.20
" Foreman	2.45
Cement Finisher & Form Setter	2.15
" " " " Foreman	2.40
Concreter	1.35
" Foreman	1.47½
Electricien	2.25
Elevator Constructor	2.24
" " Helper	1.57
Engineer - 1 Drum	1.85
" - 2 Drums & Over (Bldg.)	2.40
Glazier	2.04
Heavy Hauler & Machine Mover	2.25
" " " "	2.50
House Shorer & Mover	1.60
Iron Worker	2.25
" " Foreman	2.50
Lether - Metal	2.25
Laborer - Building	1.35
" " Foreman	1.47½
" - Wrecker - Alteretion	1.35
" - Complete Wrecking	1.22½
" - Open Well (Bottom Man Only)	1.50
Marble Setter	2.00
" " Helper	1.25
Painter	1.80
Pile Driver	2.20
Pipe Fittere	[redacted] 2.25 8/1/47
Plesterer	2.25
" Hodcarrier	1.75
Plumber	2.25
" Foreman	2.37½
" Laborer	[redacted] 1.62½ 8/1/47
Roofer - Composition & Dampfg.	2.25
" " " Helper	1.25
Roofer - Slete & Tile	2.00
" " " Helper	1.50
Sheet Metal Worker	[redacted]
" " " Foremen	2.12½
Sprinkler Fitter	2.12½
" " Helper	1.32½
Stone Meson	2.25
" " Foreman	2.50
Terrezzo & Moseic Worker (Helpers) $1.30)	1.75
Tile Leyers	1.95
" " Helpers	1.25
Teamsters (Dirt & Debris 4 c.yd. & less W.L.)	1.40

COMPANY: Electrical Contractors Ass'n.

UNION: Electrical Workers--AFL

LOCATION: San Diego, Calif.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 8 hrs. pay for 7½ hrs. work on 2nd shift; 8 hrs. pay for 7 hrs. work on 3rd shift

General Foremen	$2.40 per hour.
Sub Foremen	2.27½ " "
Journeymen Electricians	2.15 " "
Journeymen Cable splicers	2.45 " "

By negotiation the wage scale will increase Oct. 1, 1947 to the following rates.

General Foremen	$2.50 per hour.
Sub Foremen	2.37½ " "
Journeymen Electricians	2.25 " "
Journeymen Cable splicer	2.55 " "

COMPANY: Contractors, Field Construction Work
UNION: Boilermakers--AFL
LOCATION: Seven Western States
SIZE OF COMMUNITY: -- --
EFFECTIVE DATE: August 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Rates:

Foreman	$2.40
Asst. Foreman (Pusher)	$2.25
Boilermaker	$2.15
Boilermaker Helper	$1.85

Shift Bonus: 8 hrs. pay for 7½ hrs. work on 2nd shift; 8 hrs. pay for 7 hrs. work on 3rd shift

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COMPANY: Southeastern Employers
UNION: Boilermakers--AFL
LOCATION: Seven Southeastern States
SIZE OF COMMUNITY: -- --
EFFECTIVE DATE: August 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Rates:

	Per Hour
General Foreman	$2.50
Foreman	$2.25
Asst. Foreman (Pusher)	$2.12½
Boilermaker	$2.00
Boilermaker Helper	$1.75

Shift Bonus: 8 hrs. pay for 7½ hrs. work on 2nd shift; 8 hrs. pay for 7 hrs. work on 3rd shift

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COMPANY: Builders Ass'n. of Niagara Falls
UNION: Hod Carriers--AFL
LOCATION: Niagara Falls, N. Y.
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: April 1948

Rates:

Laborers	$1.40
Pneumatic Tool Operators	$1.50
Power Vibrator Operators	$1.50
Swing-Scaffold Operators	$1.65

COMPANY: Builders Ass'n. of Niagara Falls
UNION: Carpenters--AFL
LOCATION: Niagara Falls, N. Y.
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Rates:

Carpenters	$2.00
Millwrights	$2.10
Apprentices (1st 6 mos.)	$1.00

Shift Bonus: 8 hrs. pay for 7 hrs. work on 2nd and 3rd shift

COMPANY: Wyoming Valley Building Contractors' Ass'n.
UNION: Hod Carriers--AFL
LOCATION: Wilkes-Barre, Pa.
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: February 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Minimum Rates:

Laborers	$ .94
Pneumatic Tool Operators	$1.10
Plumber Helpers	$1.10
Mason Helpers	$1.15
Stone and Clay Workers	$1.15
Powderman	$1.15
Burners	$1.15
Wagon Drill Operators	$1.25
Wagon Drill Helpers	$ .94
Asphalt Workers	$1.15
Foremen	$1.40

Shift Bonus: 8 hrs. pay for 7 hrs. work on 2nd and 3rd shifts

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COMPANY: Confidential
UNION: Carpenters--AFL
LOCATION: Middle Atlantic
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Rates: $1.75 for journeyman carpenter, $1.75 for millwright

Shift Bonus: 8 hrs. pay for 7 hrs. work on 2nd and 3rd shifts

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COMPANY: Mason Contractors' Ass'n.
UNION: Bricklayers and Masons--AFL
LOCATION: Cleveland, Ohio
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: After March 1948: 2-yr. agmt.

Rates: Journeyman--$2.25, Apprentices--45% of journeyman's rate for 1st 6 mos; 51% for 2nd 6 mos; 58% for 3rd. 6 mos; 66% for 4th 6 mos; 75% for 5th 6 mos; 85% for 6th 6 mos.

COMPANY: Air Conditioning Institute
UNION: Sheet Metal Workers--AFL
LOCATION: Detroit, Mich., area
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: July 1947
WAGE REOPENING: None specified; agmt. expires April 1948

Rates: $2.02½ for journeymen sheet metal workers; Apprentices start at 50% of the journeyman rate in the first half of their first year, receive an increase of 5% each half year, up to 85% in second half of the fourth year.

COMPANY: Building Trades Employers Ass'n.

UNION: Building Trades Council--AFL

LOCATION: New York, N. Y.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: January 1948

WAGE REOPENING: If BLS cost-of-living index for N.Y. has risen 15% by April 1949, over Jan. 1948 level, wages shall be automatically adjusted upward for July 1949 to June 1950 by "one-half of the amount of the percentage in excess of said 15%, multiplied by a $3 hourly rate and then corrected to the nearest multiple of 5¢."

Classification	Former Scale		Stabilized Scale	
	Hourly Rate	Hours	Hourly Rate	Hours
Asbestos Workers,	$2.75	7	$2.75	7
Asbestos Workers' Helpers	1.90	7	1.90	7
Boilermakers,	2.75	8	2.75	8
Boilermakers' Helpers	2.40	8	2.40	8
Carpenters	2.50	7	2.75	7
Cement Masons	2.50	7	2.75	7
Derrickmen and Stone Riggers	2.15	8	2.50	7
Elevator Constructors,	2.50	8	2.75	8
Elevator Constructors' Helpers	1.85	8	2.03	8
Glaziers	2.50	7	2.75	7
Hoisting Engineers	2.75	7	3.00	7
Marble Cutters and Setters	2.50	8	2.75	8
Marble Polishers	2.30	8	2.55	8
Marble Helpers	2.10	8	2.35	8
Marble Riggers and Derrickmen	2.225	8	2.475	8
Metal Lathers	2.75	7	2.75	7
Ornamental Iron Workers	2.50	7	2.75	7
Ornamental Iron Worker Helpers	2.00	7	2.25	7
Plasterers	3.00	6	3.00	6
Plumbers (Brooklyn)	2.81 1/4	8	2.81 1/4	8
Riggers and Machinery Workers	2.50	8	2.75	8
Sheet Metal Workers	2.75	7	2.75	7
Slate and Tile Roofers	2.75	8	2.75	8
Steamfitters,	2.75	7	2.75	7
Steamfitters' Helpers	1.90	7	1.90	7
Stone Cutters	2.42 6/7	7	2.75	7
Stone Setters	2.75	7	3.00	7
Structural Iron Workers	2.75	8	3.00	8

COMPANY: Brown County Highway Commission
UNION: Teamsters--AFL

LOCATION: Wisconsin

SIZE OF COMMUNITY: --

EFFECTIVE DATE: January 1948

WAGE REOPENING: At any time

	Per Hour
1st Mechanic	$1.22
2nd Mechanic	1.22
Greenleaf Mechanic	1.22
Other Mechanics	1.13
Blacksmith	1.22
Shop Helper	1.08
Stock man	1.145
Foremen shall receive 10 cents per hour above the highest paid man in his crew not to exceed	1.13
Painter Handyman	1.08
Continental Scraper Opr.	1.18
Grader Operators:	
(a) Construction	1.13
(b) Blacktop	1.08
(c) Motor Patrol	1.08
(d) Grader with plow or wing	1.13
Big Blade & Cat	1.13
Truck Drivers	1.08
Truck Helpers	1.03
Common Labor	1.03
Watchmen	1.03

MISCELLANEOUS SERVICE TRADES

COMPANY: Confidential (Drug Stores)

UNION: Hotel and Restaurant Employees--AFL

LOCATION: Pacific

SIZE OF COMMUNITY: --

EFFECTIVE DATE: February 1947

WAGE REOPENING: None specified; 1-yr. agmt.

COMMISSARY EMPLOYEES:

Morning Shift	
Chef	Wage Open
First Cook	$10.00 per day
Helper	8.00 per day
Afternoon Shift	
Cook	10.00 per day
Night Shift	
Night Chef and/or Second Cook	13.00 per day
Second Man	11.00 per day
All other Cooks	10.00 per day
Dishwashers (all shifts)	7.00 per day
Vegetable Man (all shifts)	7.50 per day
Pot Washers (all shifts)	7.50 per day
Combination Dishwasher, Vegetable Man and Pot Washer	7.50 per day

FOUNTAIN EMPLOYEES:

Dinner Cook	$12.00 per day
Morning Cook in commissaried Stores	11.00 per day
Fry Cook	10.00 per day
Combination Pantryman and Fry Cook	10.00 per day
*Dish-up Man or Woman	9.00 per day
Dining-Room Employees: -	
Assistant Manager	8.50 per day
Working Head Waitress	7.00 per day
Bus Boy or Girl	6.00 per day
Fountain Service Man or Woman	8.00 per day
Cashiers	7.00 per day
Waiter or Waitress, inexperienced - less than 6 mos. experience	5.50 per day
**Waiter or Waitress, experienced - after 6 mos.	6.00 per day
***Miscellaneous Kitchen Employees	7.00 per day

*This classification is to be limited to front-end operation only, where there is no cooking, stove, or hot-plate.

**Any experienced help provided by the Waitresses Union shall receive $6.00 per day to start.

***Miscellaneous Kitchen Employees include Dishwashers, Porters, Vegetable Men, Yard Men, and Pot Washers.

Split Shift for Dining Room Employees only, 8 hours within 11 hours — .50 per day Over scale

Short hour Rates - Waiters or Waitresses
6 hours $4.50
4 hours 3.00
3 hours 2.50
No split shift under six hours.

COMPANY: Confidential (Cafeterias)

UNION: Hotel and Restaurant Employees--AFL

LOCATION: New York, N. Y.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: November 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates: 78¢ for general workers (part-time general workers get 84¢ for 1st 3 hrs. per day or 15 hrs. per wk.), 84¢ for kitchen men, 90¢ for salad girls, $1.11 for second cooks, $1.43 for chefs, 83¢ for counter attendants

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COMPANY: Detroit Institute of Laundering

UNION: Laundry Workers--AFL

LOCATION: Detroit, Mich.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: Upon change in cost-of-living in area, as measured by Dept. of Labor index; 1-yr. agmt.

Rates: Women--55¢ for first 60 days, 60¢ min. thereafter; 60¢ hiring min. for experienced women. Men--65¢ min. for inexperienced men; 80¢ for pullers, loaders, and extractors; 90¢ for washmen

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COMPANY: New York Independent Bars

UNION: Hotel and Restaurant Employees--AFL

LOCATION: New York City, N. Y.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: December 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: $60 per wk. for bartenders

COMPANY: San Francisco Hotel Owners' Ass'n.
UNION: Hotel and Restaurant Employees--AFL
LOCATION: San Francisco, Calif.
SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: January, 1948
WAGE REOPENING: January 1949
Shift Bonus: 40¢ for night shift

	Hotel Classification			
	B	C	D	E
1. Clerks (including Front Office Clerks, Room Clerks	$9.10	$8.00	$7.70	$7.55
2. Mail Clerks, Information Clerks and Key Clerks	8.00	-	-	-
3. Clerks required to do transcript	9.60	8.50	8.20	8.05
4. Night Clerks required to do transcript	9.85	9.75	8.45	8.30
5. Chief Telephone Operator	8.15	-	-	-
6. Telephone Operator	7.30	7.30	7.30	7.30
7. Bell Captains	5.95	-	-	-
8. Bell Boys and Page Boys	3.95	3.95	3.95	3.95
9. Combination Elevator-Bellmen	6.20	6.20	6.20	6.20
10. Check Room Men and Package Boys	6.75	-	-	-
11. Timekeepers	8.15	-	-	-
12. Storekeepers	8.85	7.55	-	-
13. Chief Linen Room Men and Women	7.55	7.55	-	-
14. Linen Room Men and Women	7.30	7.30	7.30	7.30
15. Inspectress and Working Housekeeper	7.30	7.30	7.30	7.30
16. Seamstress and Menders	7.30	7.30	7.30	7.30
17. Maids	7.00	7.00	7.00	7.00
18. Bath Maids and Bath Boys	7.00	7.00	7.00	7.00
19. Bedmaker	-	-	7.00	7.00

COMPANY: Oliver Iron Mining Co.

UNION: Steelworkers--CIO

LOCATION: Duluth, Minn.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: April 1948

Shift Bonus: 5¢ on 2nd and 3rd shifts

UNDERGROUND DEPARTMENT

Classification	Rate Per Hour
Barman	$1.275
Cagetender	1.155
Chuteman	1.155
*Contract Miner (except Shaft)	1.275
Driller	1.245
Driller, Exploration	1.275
Driller Helper	1.18
General U. G. Laborer	1.125
Maintenance Mechanic	1.225
Maintenance Mechanic Helper	1.175
Miner (Company Account except Shaft)	1.22
Motorman-Brakeman	1.155
Powder Fuseman	1.155
Pumpman	1.155
Rescueman (Emergency Work)	1.625
Rescueman (Training)	1.22
Shaftman	1.275
Shaft Miner	1.475
Skiptender	1.155
Stationman	1.155
Timberman	1.22
Timber Trammer	1.155
Trackman	1.155
Tuggerman	1.155

* or Contract Rate, whichever is higher. (Not applicable in computing earnings.)

SURFACE DEPARTMENT

Blaster	$1.225
Blaster Helper	1.135
Car Rider	1.175
Coal Dockman	1.125
Conveyor Attendant	1.125
Crane Chainer (Loco.)	1.125
‡Crane Operator (Loco. and Shovel)	1.455
Crane Operator (Truck)	1.455
Crane Operator (Yard)	1.245
Crusher-Screener Operator	1.165
Dispatcher	1.245
Driller, Exploration	1.245
Driller, 1st	1.225
Driller, 2nd	1.155
Driller Helper	1.135
Dumpman	1.125
Engine Room Attendant	1.125
General Laborer	1.09
Grader Operator	1.285
Lander	1.125
Loader	1.155
Locomotive Brakeman	1.225
‡Locomotive Engineer	1.455
Locomotive Fireman	1.225
Motorman-Pocketman	1.155
Pitman	1.16
Pumpman	1.155
Scrammer	1.175
‡Shovel Craner	1.445
‡Shovel Engineer	1.815
Shovel Fireman	1.225
Shovel Oiler	1.225
Speeder Operator	1.175
Stationary Engineer (Hoisting)	1.225
Stationary Engineer (Power Plant)	1.195
Stationary Firemen, 1st	1.175
Stationary Fireman, 2nd	1.125
Switchman	1.155
Tie Tamper Operator	1.175
Tie Tamper Toolman	1.125
Timber Framer	1.125
Trackshifter Operator	1.175
Trackwalker	1.155
Tractor Operator	1.285
Truck Driver, 1st	1.285
Truck Driver, 2nd	1.215
Truck Driver, 3rd	1.155
Water Plant Operator	1.175
Yardmaster	1.245

‡ The following schedule will apply for each month to men advanced from one position to another, on power shovels, locomotives or locomotive and shovel cranes.

	1st Mo. 22 days Per Hour	2nd Mo. 22 days Per Hour	3rd Mo. 22 days Per Hour	4th Mo. Max. rate Per Hour
Promoted to Shovel Engineer	1.515	1.615	1.715	1.815
Promoted to Shovel Craner	1.315	1.365	1.415	1.445
Promoted to Locomotive Engineer	1.315	1.365	1.415	1.455
Promoted to Crane Oper. (Loco. & Shovel)	1.315	1.365	1.415	1.455

EQUIPMENT OPERATOR REPAIR RATES

Shovel Engineer, Craner, Fireman and Oiler; Locomotive Engineer and Fireman; and Crane Operator (Loco. and Shovel), will take same rate as Shop Maintenance Mechanics doing same work. Crane Operator (Truck), Tractor and Grader Operator and Truck Driver will take same rate as Shop Automotive Mechanics doing same work.

CRUSHING AND SCREENING PLANT DEPARTMENT

Car Rider	$1.175
General Laborer	1.09
Loader	1.155
Plant Operator	1.225
Plant Repairman	1.225
Plant Repairman Helper	1.175
Plant Welder, 1st	1.275
Plant Welder, 2nd	1.225

CONCENTRATOR PLANT DEPARTMENT

Classification	Rate Per Hour
Car Rider	$1.175
General Laborer	1.09
Loader	1.155
Machine Attendant	1.125
Machine Operator	1.165
Pumpman	1.155
Repairman, 1st	1.325
Repairman, 2nd	1.255
Repairman Helper	1.175

LABORATORY—OFFICE—WAREHOUSE DEPARTMENT

Analyst, A	$1.275
Analyst, B	1.225
Analyst, C	1.155
Biller	1.20
Cargoman	1.175
General Laborer	1.09
Mining Engineer Helper, A	1.175
Mining Enginer Helper, B	1.125
Sample Grinder	1.155
Sampler	1.155
Warehouseman, A	1.175
Warehouseman, B	1.125

SHOPS DEPARTMENT

Classification		Rate Per Hour
Airman, Automotive Mechanic, Blacksmith, Boilermaker, Electrician, Machinist, Mason, Plumber, Tinsmith, Welder	A	$1.385
	B	1.325
	C	1.255
	Helper	1.175
Maintenance Mechanic-Special		1.385
Maintenance Mechanic, A		1.325
Maintenance Mechanic, B		1.255
Maintenance Mechanic Helper		1.175
Carpenter, Painter	A	1.325
	B	1.275
	C	1.225
	Helper	1.175
Car Repairman		1.255
Car Repairman Helper		1.175
Bit Grinder		1.175
Foundryman		1.275
General Laborer		1.09
Mechanical Helper		1.125

BOSS CLASSIFICATIONS

Shop Bosses

Classification	Rate Per Hour
Automotive Mechanic Boss	$1.435
Blacksmith Boss	1.435
Boilermaker Boss	1.435
Carpenter Boss	1.375
Car Repair Boss	1.275
Construction Boss	1.375
Drill Shop Boss	1.265
Electrician Boss	1.435
Maintenance Boss—Locomotive	1.435
Maintenance Boss—Shovel	1.435
Maintenance Boss	1.375
Painter Boss	1.375
Plumber Boss	1.435
Shop Boss	1.435
Shovel Engineer—Maintenance Boss	1.815
Welder Boss	1.435

Surface Bosses

Blaster Boss	$1.275
Conveyor Boss	1.215
Crusher-Screener Boss	1.255
Driller Boss	1.275
Driller and Blaster Boss	1.275
Dump Boss—Track	1.225
Dump Boss—Truck	1.14
Labor Boss	1.205
Locomotive Crane Boss	1.265
Pit Boss	1.335
Surface Boss	1.205
Track Boss, A	1.315
Track Boss, B	1.265
Track Boss, C	1.215

Underground Bosses

Classification	Rate Per Hour
Shaft Boss	$1.415
Shift Boss	1.475
Timber Boss	1.27

Crushing and Screening Plant

Plant Boss	$1.325

Concentrator Plant

Dump Boss—Operating	$1.215
Plant Boss—Operating	1.215

Laboratory

Cargo Boss	1.225
Crusherhouse Boss	1.205
Sampler and Biller Boss	1.25

Warehouse

Warehouse Boss	$1.265

COMPANY: St. Louis Smelting & Refining Co.

UNION: Mine, Mill and Smelter Workers--CIO

LOCATION: Frederickstown, Mo.

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: At any time

Shift Bonus: 4¢ on 2nd, 8¢ on 3rd shift

Job Classifications	Rates
UNDERGROUND PROSPECTING	
Diamond Drill Operator	$10.23
Operator Helper	10.17
SHAFT SINKING	
Lead Man	$10.79
Shaft Man	10.51
Hoist Man	10.51

MINE

Sub Mine Shift Foreman	$11.57
Mine Lead Man	10.75
Drillers	10.23
Hand Loaders	10.17
Scraper Operator	10.23
Scraper Helper	10.17
Trackman	10.17
Trammer	10.17
Roofman	10.23
Laborer (Underground)	10.17
Air Shovel Operator	10.23
Motorman	10.23
Motorman Helper	10.17
Hooker	10.79
Hoistman	10.79
Blacksmith	10.56
Underground Maintenance	10.56

SURFACE (MINE)

Watchman	$ 8.49
Surface Laborer	8.49
Truck Driver (other than Tractor Ore Truck)	8.77
Tractor Operator (Ore Haul)	10.17

MILL

Lead Flotation Man	$10.62
Flotation Man Helper	9.22
Ball Mill Man	9.55
Reagent Man	9.22
Floor Man	8.49
Truck Driver	8.77
Crusher Man	9.22
Screen & Conveyor Man	8.77
Pump & Utility	8.79
Concentrate Loader	8.88
Sample Man	9.55
Boiler Man	8.96

SURFACE SHOPS AND YARD

Laborer	$ 8.49
Maintenance Man Class A	10.56
Maintenance Man Class B	10.23
Maintenance Apprentice	9.22
Maintenance Helper	8.77
Electrician Class A	10.56
Electrician Class B	10.23
Electrician Apprentice	9.22
Electrician Helper	8.77
Head Sawyer	10.08
Caterpillar Bulldozer Operator	10.37
Yard Lead Man	9.05

GENERAL

Watchman	$ 8.49
Watchman -- Utility	8.71
Watchman -- Hoistman	9.48

FURNACE AND ROASTER DEPT.

Head Furnace & Roaster Man	$10.17
Helper Furnace & Roaster Man	9.22
Laborer	8.49
Conc. Drag Line Operator	8.77

COMPANY: Montana Phosphate Products Co.

UNION: Mine, Mill and Smelter Workers--CIO

LOCATION: Garrison, Mont.

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 4¢ on 2nd, 8¢ on 3rd shift

Classification	Basic Wage Rate
Blacksmith	$ 11.25
Bulldozer Operator	11.25
Carpenter 1st Class	10.50
Compressor Operator - Diesel	11.25
Electric	10.25
Drill Doctor	11.25
Electrician	10.75
Hoistman - First Motion	11.25
Geared Hoist	10.75
Laber-Surface	9.00
Miner -	9.50
Machinist	10.75
Pipeman	10.00
Shaft Miner, Shaft Repairman	10.00
Skip Tender	9.50
Timberman	10.00
Trades Helper, and Carpenter 2nd Class	9.50
Truck Driver	10.00

COMPANY: Confidential

UNION: Mine, Mill and Smelter Workers--CIO

LOCATION: South Central

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: April 1948

Shift Bonus: 4¢ on 2nd, 6¢ on 3rd shift

ORE AND LIMESTONE MINES AND SINTERING PLANT

JOB CLASS	STANDARD HOURLY WAGE RATE
1	.945
2	.985
3	1.025
4	1.065
5	1.105
6	1.145
7	1.185
8	1.225
9	1.265
10	1.305
11	1.345
12	1.385
13	1.425
14	1.465
15	1.505
16	1.545
17	1.585
18	1.625

ORE AND LIMESTONE MINES

SURFACE

OCCUPATIONAL TITLE	JOB CLASS	RATE PER HOUR
Air Drill Repairman	11	$ 1.345
Ash Wheeler	2	.985
Assistant Hoist Engineer	11	1.345
Assistant Limestone Plant Operator	7	1.185
Axeman	4	1.065
Bit and Rod Conditioner and Temperer	9	1.265
Bit Shop Helper	4	1.065
Blacksmith	15	1.505
Blacksmith	13	1.425
Blacksmith	11	1.345
Blacksmith Helper	6	1.145
Boiler Cleaner	5	1.105
Carbide Filler	2	.985
Car Dropper	4	1.065
Car Spotter and Loader	5	1.105
Carpenter	13	1.425
Carpenter	11	1.345
Carpenter	9	1.265
Carpenter Helper	5	1.105
Compressor Operator	7	1.185
Dry House Attendant	1	.945
Dry House Fireman	3	1.025
Electrician - Block Signals	16	1.545
Electrician (Shop)	14	1.465
Electrician (Shop)	12	1.385
Electrician (Shop)	10	$ 1.305
Electrician Helper	5	1.105
Electrician (Wireman)	16	1.545
Electrician (Wireman)	14	1.465
Electrician (Wireman)	12	1.385
Electrician Helper (Wireman)	5	1.105
Farman	5	1.105
Fireman	6	1.145
Fireman & Pumper Operator	7	1.185
Gangleader (Blacksmith)	17	1.585
Gangleader (Carpenter)	15	1.505
Gangleader (Electrician - Shop)	16	1.545
Gangleader (Machinist)	18	1.625
Gangleader (Painter)	13	1.425
Gasoline Dinkey Engineer	6	1.145
Hoist Engineer	14	1.465
Hoist Engineer No. 6 Mine	15	1.505
Janitor	1	.945

Laborer	2	.985
Laborer - Limestone Plant	2	.985
Laborer - Shop	2	.985
Labor Working Foreman	7	1.185
Limestone Plant Operator	11	1.345
Locomotive Crane Operator	12	1.385
Locomotive Crane Hooker	6	1.145
Machinist	16	1.545
Machinist	14	1.465
Machinist	12	1.385
Machinist Helper	5	1.105
Millwright	14	1.465
Millwright Helper	6	1.145
Mine Messenger	1	.945
Painter	11	1.345
Painter	9	1.265
Painter	7	1.185
Repairman - Elect. (Electrician-Wireman)	9	1.265
Repairman - Elect. (Electrician - Shop)	9	1.265
Repairman - Mechanical	11	1.345
Repairman Mech. (Blacksmith)	9	1.265
Repairman - Mech. (Machinist)	9	1.265
Shop Helper	3	1.025
Tipple Working Foreman	10	1.305
Tractor Driver	7	1.185
Tractor Laborer	2	.985
Truck Driver	8	1.225
Truck Driver Helper	2	.985
Welder - Gas & Electric	14	1.465
Welder - Gas & Electric	12	1.385

ORE AND LIMESTONE MINES
UNDERGROUND

OCCUPATIONAL TITLE	JOB CLASS	RATE PER HOUR
Air Tube Men	7	$ 1.185
Car Coupler	4	1.065
Car Dumper	5	1.105
Chainer	5	1.105
Construction Working Foreman "A"	15	1.505
Construction Working Foreman "B"	12	1.385
Diamond Drill Operator	11	1.345
Diamond Drill Helper	5	1.105
Dispatcher	14	1.465
Drag Operator	8	1.225
Drill Helper	6	1.145
Drill Runner	10	1.305
Electric Pumper	5	1.105
Gangleader (U. G. Electrician)	17	1.585
Gangleader (U. G. Repairman)	16	1.545
Gasman	9	1.265
Gasman Helper	4	1.065
Haulage Engineer	4	1.065
Head Miner	14	1.465
Joy Elevator Operator	6	1.145
Joy Loader Helper	6	1.145
Joy Loader Operator	11	1.345
Loader Operator	10	1.305
Material & Man Hoist Engineer	8	1.225
Material Foreman	8	1.225
Mine Helper	4	1.065
Motorman	11	1.345
Mule Driver	5	$ 1.105
Pipeman - Pumper	7	1.185
Powderman	6	1.145
Repairman - Cars	11	1.345
Rotary Dump Operator	5	1.105
Section Helper	6	1.145
Section Motorman "A"	9	1.265
Section Motorman "B"	8	1.225
Service Drag Operator	8	1.225
Service Drill Helper	6	1.145
Service Drill Runner	10	1.305
Service Head Miner	14	1.465
Service Section Helper	6	1.145
Service Working Foreman	10	1.305
Shuttle Car Operator	9	1.265
Skip Tender	8	1.225
Trip Rider	8	1.225
U. G. Electrician	15	1.505
U. G. Electrician Helper	6	1.145
U. G. Auxiliary Hoist Engineer	10	1.305
U. G. Hoist Engineer	13	1.425
U. G. Material Man	4	1.065
U. G. Mule Shoer	7	1.185
U. G. Repairman - Elect.	11	1.345
U. G. Repairman Helper	6	1.145
U. G. Repairman - Mech	11	1.345

ORE CONDITIONING AND SINTERING PLANT

OCCUPATIONAL TITLE	JOB CLASS	RATE PER HOUR
Assistant Sinter Machine Operator (No. 1)	9	1.265
Blender - Ore	10	1.305
Blender Helper - Ore	5	1.105
Blender - Sinter	10	1.305
Blender Helper - Sinter	5	1.105
Bulldozer Operator	8	1.225
Carpenter	13	1.425
Carpenter	11	1.345
Carpenter	9	1.265
Car Dropper	4	1.065
Car Spotter	4	1.065
Car Spotter and Loader	5	1.105
Car Unloader	4	1.065
Change House Man	2	.985
Chute Attendant	3	1.025
Control Room Operator	5	1.105

Crusher Laborer	3	1.025
Electrician (Wireman)	16	1.545
Electrician (Wireman)	14	1.465
Electrician (Wireman)	12	1.385
Electrician Helper (Wireman)	5	1.105
Feeder - Crusher	6	1.145
Gangleader (Millwright)	16	1.545
Janitor	1	.945
Laborer	2	.985
Loading Operator	5	1.105

ORE CONDITIONING AND SINTERING PLANT

OCCUPATIONAL TITLE	JOB CLASS	RATE PER HOUR
Millwright	14	1.465
Millwright Helper	6	1.145
Oil Observer - Crusher	5	1.105
Oiler & Greaser	4	1.065
Plant Working Foreman	9	1.265
Raw Material Checker	6	1.145
Repairman - Elect. (Electrician - Wireman)	9	1.265
Repairman - Mech.	11	1.345
Repairman - Mech. (Shop)	9	1.265
Rotary Dump Operator	8	1.225
Sample Plant Operator	7	1.185
Sample Plant Helper	4	1.065
Screen Tender	6	1.145
Sinter Discharge Man	5	1.105
Sinter Machine Operator	13	1.425
Sinter Machine Helper (Nos. 2 & 3)	7	1.185
Sinter Plant Helper	4	1.065
Slate Picker	2	.985
Surge Bin Watcher	3	1.025
Tripperman - Ore	5	1.105
Tripperman - Sinter	5	1.105
Truck Driver	8	1.225
Weighman & Record Clerk	8	1.225

APPRENTICE RATES OF PAY

A schedule of apprentice rates for the respective apprentice training periods of 1040 hours of actual training experience with the Company in the trade or craft in each training period is established as follows:

TRADE OR CRAFT APPRENTICESHIP	RATES PER HOUR AND TRAINING PERIODS 1st	2nd	3rd	4th	5th	6th	7th	8th
Blacksmith	.945	.985	1.025	1.065	1.105	1.145	1.225	
Carpenter	.945	.985	1.025	1.065	1.105	1.145		
Electrician (Wireman)	.945	.985	1.025	1.065	1.105	1.145	1.225	1.305
Electrician (Shop)	.945	.985	1.025	1.065	1.105	1.145	1.225	
Machinist	.945	.985	1.025	1.065	1.105	1.145	1.225	1.305.
Painter	.945	.985	1.025	1.065				
Welder	.945	.985	1.025	1.065	1.105	1.145		

COMPANY: Confidential (Lead)

UNION: Mine, Mill and Smelter Workers--CIO

LOCATION: Middle West

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: At any time

Shift Bonus: 4¢ on 2nd, 8¢ on 3rd shift

Schedule of Wage Rates

SURFACE PROSPECTING DEPARTMENTS:

Job Classification Number	Title	Single Rates
102	Operator	$ 9.50
103	Operator Helper	8.49
104	Repairman	9.50
105	Repairman(Special)Federal	10.23
193	Truck Driver	8.77
190	Laborer	8.49

MINE DEPARTMENTS:

Job Classification Number	Title	Single Rates
151	U. G. Diamond Drill Operator	$10.23
152	U. G. Diamond Drill Operator Helper	10.17
153	Jackhammer Prospector	10.23
201	Development Driller	10.23
202	Poor Rock Car Cager	10.17
203	Operating Driller	10.23
204	Powder Man	10.17
205	Hand Loader	10.17
206	St. Joe Shovel Operator	11.18
207	Joy Loader Operator	11.18
224	Thew Shovel Operator	11.18
208	Conway Shovel Operator	10.23
209	Air Shovel Operator	10.23
210	Scraper Operator	10.23
211	Scraper Operator Helper	10.17
212	Shuttle Car Operator	10.17
213	Motorman	10.17
214	Locomotive Engineer	10.23
215	Rotary Dumpman	10.17
216	Chuteman	10.17
217	Incline Hoist Engineer	10.17
218	Mule Driver	10.17
219	Car Hooker	10.17

MINE DEPARTMENTS—(Cont'd)

Job Classification Number	Title	Single Rates	Rate-Range Rates
222	Trackman	10.17	
223	Car Cleaner	10.17	
225	Car Repairman	10.17	
226	Stableman	10.67	
227	Skip Loader	10.23	
228	Hoist Engineer - BT No. 1 - Lwd No. 12 - Des No. 7	11.18	
229	Hoist Engineer	10.23	
231	Car Cager	10.17	
232	Pumpman	10.17	
233	Roofman	10.23	
299	Change Room Man	8.49	
292	Watchman	8.49	
235	Supplyman	10.23	
238	Jackhammer Repairman and Supplyman	11.18	
241	Mine Blacksmith	11.18	
242	Mine Blacksmith Helper 1st Class	10.56	
243	Mine Blacksmith Helper 2nd Class	10.23	
244	Mine Electrician—Fed.	10.56	
245	Mine Electrician Helper—Fed.	10.39	
246	Handyman	10.23	
290	Surface Laborer	8.49	
291	U. G. Laborer	10.17	
12	Electrician-BT-Lwd-Des		$10.23 to 10.90
13	Carpenter-BT-Lwd-Des		10.23 to 10.84
16	Pipefitter-BT		10.23 to 10.56
18	Mine Mechanic		10.23 to 11.18

MILL DEPARTMENTS:

Job Classification Number	Title	Single Rates
305	Crusherman - Des	$ 9.55
306	Crusherman - Lwd	9.50
307	Crusherman BT - Fed - MLM	9.22
308	Crusherman Helper - Lwd	9.22
310	Roll Floor Man BT - Fed	9.55
311	Roll Floor Man - Lwd	9.22
313	Conveyor Man	9.22
315	Screen Man - Des	9.05
316	Screen Man - Lwd	9.22
317	Screen Man - Fed Crusher Plt	8.77
318	Screen Man - Fed Mill	8.77
320	Ball Mill Man -Lwd	9.22
322	Rod-Ball Mill Man	9.55
323	Rod-Ball Mill Man Helper	8.77
324	Classifier Man	9.22
325	Table Man	9.55
326	Table Man Helper	8.77
327	Basement Pumpman - Lwd	9.22
328	Basement Pumpman - Fed	9.55
329	Basement Pumpman Helper	8.77
332	Flot Man	10.06
333	Flot Man Helper	9.22
334	Concentrate Dryer Man	10.06
335	Flotation Dryer Man	8.49
337	Dryer Man Helper	8.77
340	Tailings Disposal Man	9.05
343	Concentrate Loader	10.06
344	Oiler	8.77
345	Sampleman - MLM	9.55
346	Sampleman Helper - MLM	8.49
347	Chat Pumpman	9.05
399	Change Room Man	8.49
350	Head Repairman	11.18
351	Head Carpenter - Fed	11.18
390	Laborer	8.49
12	Electrician	$ 8.77 to 10.90
13	Carpenter	8.77 to 10.84
15	Repair Man	8.77 to 10.90
567	Head Sampler	9.55
22	Sampler	8.49 to 9.22

YARD DEPARTMENTS:

Job Classification Number	Title	Single Rates	Rate-Range Rates
455	Hoist Engineer (Supplies)	$10.23	
490	Laborer	8.49	
493	Truck Driver	8.77	
495	Tractor Driver	9.50	
496	Crane Operator	10.23	
498	Crane Operator Helper	8.77	

SURFACE SHOPS DEPARTMENTS:

Job Classification Number	Title	Single Rates	Rate-Range Rates
10	Machinist		$ 8.77 to 11.18
11	Welder		8.77 to 11.18
12	Electrician		8.77 to 11.18
13	Carpenter		8.77 to 10.84
16	Pipe Fitter		8.77 to 11.18
19	Iron Worker		8.77 to 11.18
20	Auto Mechanic		8.77 to 11.18
404	Blacksmith	$11.18	
405	Blacksmith Helper 1st Class	10.23	
406	Blacksmith Helper 2nd Class	8.77	
497	Bridge Crane Operator - BT	8.77	
490	Laborer	8.49	
493	Truck Driver	8.77	
421	Head Carpenter - Fed	11.18	
402	Head Repairman - MLM	11.18	
15	Repairman - MLM		$ 8.77 to 11.18
480	Locomotive Engineer - MLM	10.23	
481	Brakeman - MLM	8.77	
496	Crane Operator - MLM	10.23	
228	Hoist Engineer - No. 17 Fed	11.18	
229	Hoist Engineer No. 1 Fed	10.23	
232	Pumpman - No. 2 RM	10.17	
448	Switchboard Operator - Fed	10.84	

NO. 17 U. G. SHOPS DEPARTMENT:

Job Classification Number	Title	Single Rates	Rate-Range Rates
10	Machinist		$ 8.77 to 11.18
11	Welder		8.77 to 11.18
12	Electrician		8.77 to 11.18
13	Carpenter		8.77 to 10.84
14	Shovel Mechanic		8.77 to 11.18
21	Locomotive Mechanic		8.77 to 11.18
240	Mine Blacksmith - Special	12.52	
241	Mine Blacksmith	11.18	
242	Mine Blacksmith Helper 1st Class	10.56	
243	Mine Blacksmith Helper 2nd Class	10.23	
249	Mine Blacksmith Helper Temporary	10.84	
214	Locomotive Engineer (Supplies)	10.23	
215	Rotary Dumpman	10.17	
222	Track Man	10.17	
227	Skip Loader	10.23	
233	Roofman	10.23	
235	Supplyman	10.23	
236	Sampleman	10.17	
291	U. G. Laborer	10.17	

GENERAL DEPARTMENTS:

Job Classification Number	Title	Single Rates	Rate-Range Rates
17	Surveyor Helper		$ 8.49 to 9.22
506	Core Inspector	$ 9.50	
507	Core Inspector Helper	8.49	
502	Stock Clerk	8.77	
503	Mail Car Driver	8.49	
504	Janitor - Fed	8.49	
513	Compressor Engineer - BT	10.06	
515	Garage Mechanic - Fed	10.56	
547	Switchboard Operator - Lwd	11.51	
548	Switchboard Operator - Des	10.84	
549	Switboard Operator - BT	9.72	
590	Laborer	8.49	
592	Watchman	8.49	
599	Change Room Man	8.49	

CENTRAL OFFICE DEPARTMENT:

Job Classification Number	Title	Single Rates	Rate-Range Rates
13	Carpenter		$ 8.77 to 10.90
18	Painter		8.77 to 10.34
590	Laborer	$ 8.49	
503	Mail Car Driver	8.49	
592	Watchman	8.49	

COMPANY: Confidential (Potash)

UNION: Mine, Mill and Smelter Workers--CIO

LOCATION: South West

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: $1.14 for mechanic, pipefitter and painter helpers; 22¢ increase after 60 days

Shift Bonus: 4¢ on 2nd, 8¢ on 3rd shift

Mining Department

	Rate Per Hour	Rate Per Day
Miners	$1.64	$13.12
Undercutter operator	1.64	13.12
Loading machine operator	1.64	13.12
Shot firer	1.64	13.12
Trackmen	1.64	13.12
Motorman	1.64	13.12
Shuttle car operator	1.64	13.12
Station Tender	1.58	12.64
Driller	1.56	12.48
Bratticemen	1.50	12.00
Undercutter operator helper	1.50	12.00
Loading machine operator helper	1.50	12.00
Pump and powder men	1.50	12.00
Timbermen	1.50	12.00
Nipper	1.41	11.28
Track helper	1.41	11.28
Toplander	1.40	11.20
Laborer (Mucker)	1.33	10.64

Mill Department

Mill operator	1.41	11.28
Mill oiler	1.36	10.88
Mill. helper	1.28	10.24
Common labor—departmental	1.20	9.60
Common labor—transient	*1.14	9.12

Storage and Loading

Slusher operator	1.41	11.28
Warehouse oiler	1.36	10.88
Truck driver	1.36	10.88
Box car loader operator	1.28	10.24
Sewing machine operator (while sewing)	1.28	10.24
Common labor—departmental	1.20	9.60
Common labor—transient	*1.14	9.12

Supply Warehouse

Helper—Class A	1.41	11.28
Helper—Class B	1.23	9.84

Mechanical, etc., Department		
Power house operators	1.70	13.60
Mechanics, Class A	1.64	13.12
Welders, Class A	1.64	13.12
Pipefitters, Class A	1.64	13.12
Blacksmiths, Class A	1.64	13.12
Layoutman, Class A	1.64	13.12
Diesel mechanics, Class A	1.64	13.12
Painters, Class A	1.64	13.12
Carpenters, Class A	1.64	13.12
Mechanics, Class B	1.54	12.32
Welders, Class B	1.54	12.32
Pipefitters, Class B	1.54	12.32
Blacksmiths, Class B	1.54	12.32
Painters, Class B	1.54	12.32
Carpenters, Class B	1.54	12.32
Caterpillar & Bulldozer operator (While on that work)	1.54	12.32
Mechanic helpers, Class A	1.41	11.28
Pipefitter helpers, Class A	1.41	11.28
Blacksmith helpers, Class A	1.41	11.28
Diesel mechanic helpers, Class A	1.41	11.28
Painter helpers, Class A	1.41	11.28
Mechanic helpers, Class B	1.36	10.88
Pipefitter helpers, Class B	1.36	10.88
Painter helpers, Class B	1.36	10.88
Carpenter helpers, Class B	1.36	10.88
Truck drivers	1.36	10.88
Diesel oilers	1.36	10.88
Cement finishers, Concrete mixer operators & Gunite mach. operators (while on that work)	1.33	10.64
Jackhammer operators (While on that work)	1.33	10.64
Mechanic laborers	*1.14	9.12
Pipefitter laborers	*1.14	9.12
Painter helpers, Class C	*1.14	9.12
Common laborers	*1.14	9.12
Laboratory		
Samplers	1.31	10.48
Clean-up—departmental	1.20	9.60
Clean-up—transient	*1.14	9.12
Miscellaneous		
Hoistmen	1.73	13.84
Steam fireman	1.50	12.00
Water plant operator	1.38	11.04
Janitor	*1.14	9.12
Gardener	*1.14	9.12
Refinery		
Flotation operator	1.53	12.24
Crystallization plant evaporator oper.	1.53	12.24
Furnace operator	1.53	12.24
Oliver filter operator—tailings	1.53	12.24
Oliver filter operator—concentrates	1.41	11.28
Crystallization plant feed operator	1.41	11.28
Centrifuge operator	1.41	11.28
Ball mill operator	1.41	11.28
Brine cooling operator	1.41	11.28
Oiler	1.36	10.88
Dryer operator	1.36	10.88
Oliver filter operator helper	1.28	10.24
Furnace helper	1.28	10.24
Flotation helper	1.28	10.24
Common labor—departmental	1.20	9.60
Common labor—transient	*1.14	9.12

*All employees hired prior to July 5th will receive rate of $1.16 per hour as long as they remain in this classification.

COMPANY: Mining (Phosphates)

UNION: Chemical Workers--AFL

LOCATION: South Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Group A

Agreed Wage Rate—$.80 per hour

Janitors and Janitresses
Yardman
Watchman—Closed Plant

Group B

Agreed Wage Rate—$.85 per hour

Common Laborers—All Departments

Group C

Agreed Wage Rate—$.90 per hour

Large Dragline—Groundman
Suction Tenders
Gunners
Pump Motorman
Wrenchers
Dam Tenders
Washer Screen Tenders
Table Plant Helpers and Carloader Helpers
Locomotive Fireman
Locomotive Flagman
Wet Rock Dumpers
Phosphate Rock Samplers—Cars
•Baggers and Truckers
•Bulk Ground Rock Loaders
Locomotive Crane (Brownhoist) Helper
Belt Pickers
Mill Feed Tender
Mill Utility Man
•See also Group E

Group D

Agreed Wage Rate—$.90 per hour

Washer Plant—Helpers and Carloaders
Table Plant—Helper and Carloaders
Mines Maintenance Mechanic Helpers
Carpenter Helpers
Electrician Helpers
Linemen Helpers
Blacksmith Helpers
Machine Shop Helpers
All Apprentices
Laboratory Helpers
Prospecting Laborers
Drying and Calcining—Dry Bin Man
Drying and Calcining—Tunnel Belt Man
Table Plant—Sump Motorman
Nightwatchman—Plant
Locomotive Fireman & Apprentice Engineer
*Rock Feed, Oiler and Screener — Grinding Plant
Mines Automotive Mechanic Helper
*See Also Group F

Group E

Agreed Wage Rate—$.95 per hour

20-B Dragline—Oilers
Dam Walkers
Pumping Station Operators (Washer and/or Table Plant)
Truck Drivers
*Bagger and Trucker—While Grinding 50% — 200 mesh
*Bulk Ground Rock Loader—While Grinding 50% — 200 mesh
Rake Classifier Feedman
*See also Group C

Group F

Agreed Wage Rate—$1.00 per hour

Washer Plant—Oilers and Helpers
Water Circulation and Dams—Inspector
Washer Plant—Float Foreman
Carpenter—2nd Class
Electricians—3rd Class
Drying and Calcining Plant—Oilers and Helpers
Phosphate Rock Loaders—Dry Rock
Lineman—2nd Class
Truck Driver—Fuel Oil Transportation
Civil Engineer's Assistant
Grinding Mill Operator
*Rock Feed, Oiler and Screener — while grinding 50%—200 mesh
Bus Driver
Truck Transport Driver
*See also Group D

Group G

Agreed Wage Rate—$1.05 per hour

Pipe Repair Man
Large Dragline—Oilers

Group H

Agreed Wage Rate—$1.10 per hour

Tractor Operator—Small Machine
Table Plant—Table Operators
Table Plant—Feed and Reagent Tenders
Mines Maintenance Mechanics—2nd Class
Machine Shop Mechanics—2nd Class
Washer Plant—Fahrenwald Sizerman
Mines Automotive Mechanic—2nd Class

Group I

Agreed Wage Rate—$1.16 per hour

Truck Driver and Labor Boss—Mines
Truck Driver and Labor Boss—Plant
Stage Pump (Rock Pit) Operators
Painters
Welders—2nd Class
Electricians—2nd Class
Prospect Drill Operator

Group J

Agreed Wage Rate—$1.21 per hour

Linemen—1st Class
Shop Carpenter
Phosphate Sand Pit—Shift Bosses
Washer Plant—Shift Bosses
Carpenter—1st Class

Group K

Agreed Wage Rate—$1.27 per hour

Locomotive Engineers
Tractor Operator—Large—with Bulldozer
Dragline—Large—Oiler and Extra Operator
Drying and Calcining Plant—Shift Bosses
Table Plant—Shift Boss

Group L

Agreed Wage Rate—$1.32 per hour

20-B Dragline—Operators
Locomotive Crane (Brownhoist) Operators
Electricians—1st Class
Carpenter—Sub-Foreman
Electric Welders

Mines Maintenance Mechanics — 1st Class
Mines Automotive Mechanics —1st Class
Machine Shop Mechanics—1st Class
Prospect Foreman

Group M

Agreed Wage Rate—$1.38 per hour

Machinists—1st Class
Blacksmith
Boilermaker and Welder
Floating Gang Foreman—Mines
Grinding Plant Foreman
Armature Winder and Electrician—1st Class

Group N

Agreed Wage Rate—$1.43 per hour

Machine Shop Foreman
Assistant Chief Electrician
Supervisor Assistant Carpenter Foreman

Group O

Agreed Wage Rate—$1.49 per hour

(No Classifications)

Group P

Agreed Wage Rate—$1.54 per hour

(No Classifications)

Group Q

Agreed Wage Rate—$1.60 per hour

(No Classifications)

Group R

Agreed Wage Rate—$1.65 per hour

Large Dragline—Operators

COMPANY: Confidential (Lead)

UNION: Mine, Mill and Smelter Workers--CIO

LOCATION: Mountain

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: July 1948

Shift Bonus: 4¢ on 2nd, 8¢ on 3rd shift

CLASSIFICATION	WAGE SCALE
UNDERGROUND	
Machiner	$ 9.89
Thirty (30) cents per shift shall be added when a leyner machine is actually used for one hour or more during the shift.	
Timberman	9.89
Slusherman	9.89
Mucking Machine Operator	9.89
Pipeman	9.89
Trackman	9.89
Powderman	9.89
Repairman	9.89
Motorman	10.19
Pumpman	10.19
Mucker	9.39
Timber Helper	9.39
Track Helper	9.39
Pipe Helper	9.39
Motor Helper	9.59
Other Helpers	9.39
Hoistman (Main Hoist)	10.89
Hoistman (Small Double Drum)	10.64
Hoistman (Small Hoist)	10.39
Cage Rider	10.39
Topman	9.64
Incline Skip Tender	10.19
Shaftman (Vertical)	11.14
Shaftman (Inclined 45° and over)	10.89
Shaftman (Inclined under 45°)	10.44
Shaft Repairman	10.89
SURFACE:	
Machinist	10.74
Blacksmith	10.74
Toolsharpener	10.74
Welder	10.74
Carpenter Special	10.89
Repairman	9.89
Framer	9.89
Timbercrew	9.39
Lamp Repairman	9.89
Compressor and Repairman	10.39
Surfaceman	9.69
Helper or Apprentice (A)	10.19
Helper or Apprentice (B)	9.89

Helper or Apprentice (C)	9.39
Laborer	9.14
Painter house (Does not include painting of mine cars, pipe, or other mine equipment)	10.74

COMPANY: Chicago Daily News, Inc.

UNION: Newspaper Guild--CIO

LOCATION: Chicago, Ill.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 10% of classification min. if normal hrs. begin between 6 p.m. 6 a.m. or extend beyond 8:30 p.m.

Minimum Salaries

The following minimum weekly salaries shall be in effect during the period of this agreement.

Group 1. Assistant city editors, day telegraph editor, night telegraph editor, cable editor, state news editor, editorial writers, columnists regularly assigned to the editorial page, cartoonists regularly assigned to the editorial page, literary editor:
Not less than $100 a week.

Group 2. (A) Members of the staff regularly assigned as copy readers, makeup men, rewrite men, and featured writers regularly assigned to major sports events, featured writers regularly assigned to major news events, reporters used interchangeably as rewrite men or as assistant city editors, first assistant picture editor:
Not less than $90 a week.

(B) Members of the staff with no previous experience in such classifications assigned to serve as copy readers, makeup men, rewrite men:

Less than one year	$40.00
After one year	50.00
After two years	60.00
After three years	75.00
After four years	80.00

At the end of six months at the top minimum, members of the staff in this classification, if proved satisfactory, shall be moved into classification A of this group.

Group 3. Reporters, photographers, artists, caption writers:

After six months	$40.00
After one year	50.00
After two years	60.00
After three years	75.00
After four years	80.00
After five years	85.00

Group 4. Photographic printers:

Less than one year	$40.00
After one year	45.00
After two years	50.00
After three years	55.00

Group 5. Secretaries:

Less than one year	$32.50
After one year	35.00
After two years	40.00
After three years	45.00
After four years	50.00

Group 6. Editorial assistants and stenographers:

Less than one year	$30.00
After one year	32.50
After two years	37.50
After three years	42.50

Group 7. Apprentice reporters, apprentice artists and apprentice caption writers:

First six months	$35.00

Group 8. Library clerks:

Less than one year	$30.00
After one year	35.00
After two years	37.50
After three years	40.00

Group 9. Financial ticker clerks:

Less than one year	$30.00
After one year	32.50
After two years	35.00
After three years	37.50

Group 10. Copy boys:

Starting rate	$27.50
After one year	30.00

COMPANY: Hearst Corp., International News Service Dept.

UNION. Newspaper Guild--CIO

LOCATION: Interstate

SIZE OF COMMUNITY: ---

EFFECTIVE DATE: January 1947

WAGE REOPENING: None specified; agmt. expires March 1948

Shift Bonus: 5% of salary if work between 7 p.m. and 6 a.m.; $1 min. bonus in wk. if salary is less than $45, $2.50 min. bonus if salary is $45 or more

1. The employer agrees to establish the following minimum weekly wage rates for the classifications listed below.

NEWSMEN:

To start	*$ 40.00*
After one year	*45.00*
After 2 years	*55.00*
After 3 years	*65.00*
After 4 years	*77.50*
After 5 years, applying in the following cities only: Boston, Cleveland, Philadelphia, Pittsburgh, Detroit, Los Angeles, San Francisco, Denver, Colo., Columbus, Ohio, Harrisburg, Pa., and Atlanta, Ga.	*87.50*
After 6 years, applying in the New York, Chicago and Washington bureaus only	*100.00*

NEW YORK ONLY

Typists, File Clerk:

To start	*$36.00*
After one year	*39.00*
After 2 years	*42.00*

Secretary-Stenographer, Telephone Operators

To start	*39.00*
After one year	*42.00*
After 2 years	*48.00*

Mail Clerks

To start	*30.00*
After 1 year	*36.00*

Porter

To start	*30.00*
After 1 year	*36.00*
After 2 years	*42.00*

CHICAGO ONLY

Market Department head	*69.00*

Market Dept. Employees

To start	*42.00*
After 1 year	*48.00*
After 2 years	*54.00*

WASHINGTON ONLY

Dictation Typist

To start	*33.00*
After 1 year	*36.00*
After 2 years	*42.00*

Office Boys

	New York only	*Other Bureaus*
To start	*27.00*	*27.00*
After 1 year	*30.00*	*30.00*
After 2 years	*33.00*	

COMPANY: Elizabeth Daily Journal

UNION: Newspaper Guild--CIO

LOCATION: Elizabeth, N.J.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: January 1947

WAGE REOPENING: None specified; agmt. expires Oct. 1948

Shift Bonus: 50¢ per shift if work any time between 6 p.m. and 6 a.m.

EDITORIAL DEPARTMENT

Reporters (city, county, sports) and photographers.

To Start	After 6 mos. exp.	After 12 mos. exp.	After 18 mos. exp.	After 2 yrs. exp.	After 3 yrs. exp.	Top Minimum
$30.00	$40.50	$48.00	$57.00	$68.00	$75.00	$75.00

ADVERTISING DEPARTMENT

Display solicitors, copy writers, advertising layout, display collectors.

$32.50	$42.00	$48.00	$57.00	$66.00	$75.00	$75.00

Secretary to advertising manager and national schedule clerk

$27.50	$32.50	$38.00	$42.00	$45.00	$51.00	$51.00

Local schedule and make-up man.

$27.50	$32.50	$38.00	$42.00	$45.00	$48.00	$48.00

When promoted to advertising solicitors, local schedule and make-up men shall receive experience credit of one-half of their time after two or three years, with experience credit not to exceed one and one-half years.

GENERAL OFFICE (all departments)

General office workers, clerks, typists, entry clerks.

$32.50	$28.50	$30.00	$38.00	$41.00	.....	$41.00

Office boys, messengers, copy boys.

$32.50	$26.00	$30.00	.....	.....	.....	$30.00

BUSINESS OFFICE AND CIRCULATION

Display ad bookkeeper, circulation bookkeeper.

$42.00	.....	$58.00	.....	$68.00	.....	$68.00

E-F machine operators, cashiers, classified ad bookkeeper, telephone solicitor, classified copy editor, PBX operator.

$27.50	$32.00	$39.00	$42.00	$48.00	.....	$48.00

Drivers-collectors (also assist as solicitors and mailers).

$35.00	$48.00	$60.00	.....	.....	.....	$60.00

MAINTENANCE DEPARTMENT

Building custodian, assistant building custodian and firemen.

$32.50	.....	$47.00	.....	$60.00	.....	$60.00

Porter

$27.50	.....	$39.00	.....	$45.00	.....	$45.00

Watchman

$52.00 flat

COMPANY: King Features Syndicate, International News Photos Div.

UNION: Newspaper Guild--CIO

LOCATION: Interstate

SIZE OF COMMUNITY: ---

EFFECTIVE DATE: January 1947

WAGE REOPENING: None specified; agmt. expires March 1948

Shift Bonus: 5% of salary if work between 7 p.m. and 6 a.m.; $1 min. bonus in wk. if salary is less than $45, $2.50 min. bonus if salary is $45 or more

1. The employer agrees to establish the following minimum weekly wage rates for the classifications listed below.

A. Newsmen and Photographers

To start	**$40.00**
After 1 year	**45.00**
After 2 years	**55.00**
After 3 years	**65.00**
After 4 years	**77.50**
After 5 years applying to the following cities only: Boston, Cleveland, Atlanta, Philadelphia, Los Angeles, and San Francisco	**87.50**
After 6 years applying to New York, Washington and Chicago only	**100.00**

B. Sound Photo Technicians

To start	$54.00
After 1 year	63.00
After 2 years	69.00
After 3 years	78.00
After 4 years applying to New York, Washington and Chicago only	87.50

Sound Photo Engineers employed in the New York Laboratories shall receive not less than $10.00 above the top minimum for Sound Photo Technicians.

NEW YORK ONLY

C. Apprentice Printers

To start	$39.00
After 1 year	45.00

D. Photo Printers and Assistant Production Managers

To start	$54.00
After 1 year	63.00
After 2 years	69.00
After 3 years	78.00
After 4 years	87.50

E. Hypo-Benders, Picture Driers

To start	$33.00
After 1 year	36.00

F. Librarian

Flat	$87.00

G. Assistant Librarian

Flat	$63.00

H. Library Order Clerks

To start	$42.00
After 1 year	48.00
After 2 years	57.00

I. Print and Negative File Clerks

To start	$30.00
After 1 year	33.00
After 2 years	36.00

J. Sound Photo Operators

To start	$30.00
After 1 year	36.00
After 2 years	42.00

K. Chief Picture Dispatcher

Flat	$87.00

L. Assistant Picture Dispatcher

To start	$36.00
After 1 year	42.00

M. Office Boys, Messengers

To start	$27.00
After 1 year	30.00
After 2 years	33.00

N. Motorcycle Men

To start	$45.00
After 1 year	51.00

Plus $12.50 weekly allowance for self-owned vehicle.

O. Typists

To start	$33.00
After 1 year	36.00
After 2 years	39.00

P. Assistants to The Editorial Desk (Clerical)

To start	$36.00
After 1 year	42.00
After 2 years	48.00
After 3 years	54.00

Q. Caption Writers

To start	$63.00
After 1 year	75.00
After 2 years	87.00

R. Handy Man

Flat	$51.00

S. Porter

To start	$30.00
After 1 year	36.00
After 2 years	42.00

T. Copy Negative Makers

To start	$39.00
After 1 year	42.00
After 2 years	45.00

U. Secrtearies, Stenographers, Telephone Operators

To start	$36.00
After 1 year	39.00
After 2 years	42.00
After 3 years	48.00

V. Bureau Managers—Washington and Chicago—$108.00

W. Bureau Managers — San Francisco and Los Angeles $96.00

X. Bureau Managers — all other bureaus 87.00

Y. Managers of one-man bureaus (See Newsman Classification, through fourth year)

Z. Bureau Asistants—Chicago, San Francisco and Los Angeles

To start	$36.00
After 2 year	42.00
After 2 years	54.00
After 3 years	66.00

Other Bureaus

To start	$36.00
After 1 year	42.00
After 2 years	51.00
After 3 years	60.00

COMPANY: Confidential

UNION: Office Employees--AFL

LOCATION: Great Lakes

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: $4.50 per wk. less than min. for job, for employees not fully qualified; increase of $1.50 each 4 wks to min. for job.

JOB TITLE	HOURS	RATE
Office		
Counter Clerk	40	29.82
Bookkeeper-Clerk	40	29.25
Bookkeeper	40	34.88
Cost Clerk	40	43.88
Circulation		
Clerk	40	30.38
Clerk-Typist	40	36.00
Composing		
Head Proofreading	40	42.19
Proofreader	40	24.75
Classified Advertising		
Want-Ad Clerk	Part Time	.675 per hr.
Want-Ad Clerk	40	24.75
Want-Ad Clerk (Head)	40	30.94
Want-Ad Salesman	48	28.13
Display Advertising		
Errand Girl	Part Time	.62 per hr.
Errand Boy	Part Time	.62 per hr.
Stenographer	40	37.69
Advertising Salesman	48	53.44

COMPANY: Minneapolis Star and Tribune Co.

UNION: Office Employees--AFL

LOCATION: Minneapolis, Minn.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: March 1948

Shift Bonus: 12½¢ between 6 p.m. and 6 a.m.

Section 1. Office work shall be divided into the following classifications:

Class 1—

Junior clerks (including dispatch room clerks and messengers, mail clerks and routing clerks)
Typists
Classified phone room solicitors and counter clerks

Class 2—

Intermediate clerks (including traffic clerks, galley clerks, kardex clerks, credit clerks, and junior statistical clerks)
Stenographers
Switchboard operators
Typists in accounting department

Class 3—

Junior bookkeeping clerks
Collectors
Senior clerks (including senior statistical clerks, senior clerk in charge of mimeographing, and senior national advertising schedule clerk)
Assistant cashiers
Bookkeeping machine operators

Class 4—

Senior bookkeeping clerks
Cashiers
Secretaries

Class 5—

Assistant supervisors
Supervisors

Section 4. When an employee is promoted from one classification to a higher classification, the amount of experience credited to him for work in the lower classification shall be determined between the Company and the employee, but the amount deducted from his experience rating shall not exceed one year for each classification his new position is above the former classification and in no event will the amount deducted exceed fifty per cent (50%) of the experience rating in the classification from which the employee is promoted.

Example: A Class 1 employee who has just finished four (4) years of experience and is promoted to Class 2 will be credited with a minimum of three (3) years' experience. If he were promoted from Class 1 to Class 3, he would be credited with a minimum of two (2) years' experience.

Section 5. For the purpose of determining experience credit, employees who are hired for regular full-time work in the same classification they worked as a temporary employee, shall receive experience credit for actual time worked as a temporary employee.

ARTICLE IX—WAGE SCHEDULES

Section 1. Wages shall be paid weekly for all work performed during the work week and shall not be less than the following minimum wage schedules:

Class 1	First 3 Months	$28.00
	Second 3 Months	29.00
	Second 6 Months	30.50
	2nd Year	31.50
	3rd Year	33.00
	4th Year	34.50
	5th Year	36.00
	6th Year	37.50
Class 2	First 3 Months	31.00
	Second 3 Months	32.00
	Second 6 Months	33.50
	2nd Year	34.50
	3rd Year	36.00
	4th Year	37.50
	5th Year	39.00
	6th Year	40.50
Class 3	First 3 Months	34.00
	Second 3 Months	35.00
	Second 6 Months	36.50
	2nd Year	37.50
	3rd Year	39.00
	4th Year	40.50
	5th Year	42.00
	6th Year	43.50
Class 4	First 3 Months	37.00
	Second 3 Months	38.00
	Second 6 Months	39.50
	2nd Year	40.50
	3rd Year	42.00
	4th Year	43.50
	5th Year	45.00
	6th Year	46.50

Class 5

Assistant supervisors shall receive Class 4 schedules plus 5%.

Supervisors shall receive Class 4 schedules plus 10%.

Section 2. An employee who has worked in one department for less than forty (40) hours per week but at least twenty (20) hours per week shall, after thirteen (13) consecutive weeks of such work, be paid thereafter at a rate 10% above the minimum hourly rate for the classification in which employed. It is recognized that part of such premium pay is additional compensation in lieu of the benefits provided for regular full-time employees by Article VI of this contract.

Section 3. Temporary and part time employees shall be paid at the rate of 86c per hour. It is recognized that 6c of such hourly rate is additional compensation in lieu of the benefits provided for regular full-time employees by Article V and Article VI of this contract.

COMPANY: Indianapolis News Publishing Co., Inc.

UNION: Newspaper Guild--CIO

LOCATION: Indianapolis, Ind.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: April 1948

Shift Bonus: 10% of weekly salary if normal schedule requires work between 7 p.m. and 7 a.m.

CIRCULATION DEPARTMENT

1. The following minimum weekly salaries shall be in effect during the period of this agreement:

Job Classification	Minimum Salaries 1st Year	2nd Year	3rd Year	4th year and thereafter
Bookkeeper	$35.00	$40.00	$45.00	$50.00
Clerks	32.50	37.50	40.00	42.50
Secretaries	37.50	42.50	47.50	52.50
Stenographers	32.50	37.50	42.50	47.50
Telephone Clerks	32.50	37.50	42.50	47.50
Cashier	40.00	45.00	50.00	55.00
Auditor	57.50	62.50	67.50	72.50
Mail Subscription Clerk	32.50	37.50	42.50	47.50
Mail Subscription Mgr.	50.00	55.00	60.00	65.00
Street Supply Man	27.50	30.00	32.50	35.00
City District Manager	42.50	52.50	57.50	62.50
($13.50 expense allowance and 6 cents for each authorized mile above 200 a week)				
City Division Manager	72.50			
($20.00 expense allowance and 6 cents for each authorized mile above 400 a week)				
Marion County Supervisor	42.50	52.50	57.50	62.50
($25.00 expense allowance and 6 cents for each authorized mile above 400 a week)				

Marion County Div. Mgr.. 72.50
($25.00 expense allowance and 6 cents for each authorized mile above 400 a week)

Country Division Managers 72.50
($40 car and expense allowance)

Country District Managers 42.50 52.50 57.50 62.50
(Presently established car allowances, based on 6 cents a mile for present mileage, shall remain. 6 cents shall be paid for each additional authorized mile)

Country Relief Manager 47.50 57.50 62.50 67.50
($40.00 car and expense allowance)

Asst. to Country Circ. Mgr. 50.00 55.00 60.00 65.00
($12.50 expense allowance and 6 cents for each authorized mile above 200 a week)

NOTE: The expense allowances set out above are for the purpose of reimbursing employees for expenses actually incurred in the course of their work and to provide mileage expense for employees' cars actually used by such employees. Further, it is understood and agreed that the Publisher may provide a car for any employee entitled to such expense allowance and pay the actual operating expenses thereon, together with such employee's authorized field expense, in place of such fixed expense allowance.

COMPANY: Knight Newspapers, Inc., Detroit Free Press
UNION: Newspaper Guild--CIO

LOCATION: Detroit, Mich.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: September 1947

Shift Bonus: 5% of weekly salary if normal schedule requires work between 7 p.m. and 7 a.m.

Schedule A - Business Office Minima

	Years of Experience			
	First year	Second year	Third year	Fourth year
Chief classified copy checker, chief display copy checker, general display copy clerk, display advertising copy desk head, chief circ. A/R clerk, assistant cashier, insurance adjuster, and classified phone room head	$57	$63	$69	$75
Stenographers, circulation mail list clerks, galley clerks, chief counter clerk, circulation A/R clerks, Elliott-Fisher bookkeepers, and general office clerk	33	37.50	42	47
Insurance clerks, circulation clerks, voluntary classified ad takers, counter clerks, display advertising clerks, classified ad credit checker, mail clerk, and A/R cash clerk	32	35	38.50	
Display adv. salesmen	55	63	76	90
Rotogravure adv. layout clerk	45	51	57	63.50
Payroll Clerks	45	52	58	
Receiving room clerk	40	46	52	58
Secretaries	40	44	48	52
Advertising collectors	40	44	48	52
Telephone operators	35	37.50	40	43.50
Chief mail clerk	32.50	36	39.50	43
Display copy desk clerks	32.50	36	39.50	43
Advertising collectors clerks	32	35	38	41
Classified ad checker clerks	32	35	38	41
Advertising copy checkers	32	35	38	41
Typists	33	37	41	
Messenger boys	27	30		
Chief telephone operator (flat)	49.50			
Composing room helpers (flat)	47			
Commission salespeople:				
Assistant to the classified advertising director (guarantee)	75			
Outside classified (guarantee)	37 50	44	51	58
Base $22.00				
Ad count 1-1/2¢				
Linage - 1¢ per line 1-1/2¢ per line on each line gained over last year				
Telephone solicitors (guarantee)	$35	$37.50	$40	$43.50
Base $22.00				
Times - 1 Time - 1¢ 3 Times - 5¢ 4 Times - 10¢ 7 Times - 15¢				
Ad Count - 1-1/2¢ each ad 2¢ each ad gained over last year.				
Linage - 1¢ per line 1-1/2¢ per line on each line gained over last year.				

SCHEDULE B - Editorial Minima

Assistant city editors, head copyreaders, telegraph editor, and state editor (flat)	105			
Makeup editor and picture editor (flat)	100			
Editorial Groups I; II, & III	45			
Editorial Group I Copyreaders, rewrite, assistant state editor and financial editor		65	80	95
Editorial Group II Special writers, editorial writers, and reference room head		65	77	92
Editorial Group III Reporters, photographers, artists, and women's department writers		55	65	75 (85 5th yr.)
Assistant reference room head	45	52	58	
Reference room clerks	33	37	41	
Copy boys	29	32	35	

COMPANY: Peoria Broadcasting Co.

UNION: Musicians--AFL

LOCATION: Peoria, Ill.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates: $60 per wk. basic scale for full staff musicians (not to exceed 11 hrs. on the air and 22 hrs. of rehearsal); $45 per wk. for supplementary staff musicians (not to exceed 7 hrs. on the air and 14 hrs. of rehearsal); $4 per hr. for each hr. beyond the basic 11 or 7 on the air, and $1.50 for each hr. of required rehearsal beyond the basic 22 or 14.

Scales for single engagements:

Programs Per Week	15 min.	30 min.	One hour
1	$6	$6.50	$7 per program
2 & 3	5.50	6	6.50 per program
4 or more	5	5.50	6 per program

COMPANY: Confidential (Radio Broadcasting)

UNION: Broadcast Engineers--Ind.

LOCATION: Interstate

SIZE OF COMMUNITY: --

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 2-yr. agmt.

Shift Bonus: 10% for night work

CLASSIFICATION AND WAGE SCALES

Groups for the purpose of classification, seniority, and wage scales shall be as follows:

(a)	Group 1	Riggers	$220.00 to $330.00 per month
(b)	Group 1A	Apprentices	$165.00 to $225.00 per month
(c)	Group 2	Studio Engineers Field Engineers Maintenance Engineers Recording Engineers Transmitter Engineers Radio and Television Receiver Maintenance Men Construction Men Laboratory Assistants	

Increases to be determined on basis of length of service as follows:

0 - 6 mo	$250.00 mo
6 mo - 1 yr	290.00
1 yr - 2 yr	330.00
2 yr - 3 yr	370.00
3 yr - 4 yr	407.00
4 yr - 5 yr	445.00
5 yr - 6 yr	485.00
6 yr and over	526.00

(d) Group 3 Radio Facilities Group Engineers
Development Group Engineers
Audio and Video Facilities Group Engineers
Architectural Design Engineer

Increases to be determined on basis of length of service as follows:

0 - 6 mo	$270.00 mo
6 mo - 1 yr	321.00
1 yr - 2 yr	373.00
2 yr - 3 yr	413.00
3 yr - 4 yr	451.00
4 yr - 5 yr	490.00
5 yr - 6 yr	529.00
6 yr and over	576.00

(e) Group 3A Design Draftsmen

Increases to be determined on basis of length of service as follows:

0 - 1 yr	$277.00
1 yr - 2 yr	304.00
2 yr - 3 yr	335.00
3 yr - 4 yr	373.00
4 yr - 5 yr	410.00
5 yr and over	447.00

(f) Group 3-B Draftsmen

Increases to be determined on basis of length of service as follows:

0 - 6 mo	$195.00
6 mo - 1 yr	233.00
1 yr - 2 yr	277.00
2 yr - 3 yr	304.00
3 yr - 4 yr	335.00
4 yr and over	373.00

(g) Group 4

Master Control Room Engineers
Assistant Transmission Engineers
Master Control Relief Supervisors
Assistant Station Engineers (at stations with rated output of 5 KW or less)

Recording Relief Supervisor
Recording Supervisor (Washington)
Assistant Recording Supervisor

$570.00

(h) Group 5

Assistant Control Room Supervisor
Assistant Field Supervisor
Assistant Maintenance Supervisor
Transmission Engineer
Assistant Station Engineer (at stations with rated output of over 5 KW)
Recording Supervisor (Chicago and San Francisco)

$600.00

(i) Group 6

Control Room Supervisor
Field Supervisor
Maintenance Supervisor
Station Engineer (at station with rated output of 5 KW or less)
Recording Supervisor (Hollywood)

$625.00

(j) Group 10

Television
Students

Increases to be determined on basis of length of service as follows:

0 - 6 mo	$200.00
6 mo - 1½ yr	225.00

(k) Group 11

Television

Assistant (who may perform one or more of the following duties)
Chauffeur-Mechanic's duties
Field Setup Man's duties
Assist in lighting operation in the field
Assist in video effects operation
Assist in laboratory
Assist Radio and Television Receiving Set Men
Adjust microwave receiving and transmitting parabolas
Camera Dolly Operation

Increases to be determined on basis of length of service as follows:

0 - 6 mo	$165.00 mo
6 mo - 1 yr	171.00
1 yr - 2 yr	192.00
2 yr - 3 yr	212.00
3 yr - 4 yr	231.00
4 yr - 5 yr	247.00
5 yr - 6 yr	264.00
6 yr and over	282.00

(l) Group 12 Television

Video Camera Engineers
Studio Engineers
Field Engineers
Maintenance Engineers
Projection Engineers
Transmitter Engineers
Light Direction Engineers

Increases to be determined on basis of length of service as follows:

0 - 6 mo	$250.00 mo
6 mo - 1 yr	290.00
1 yr - 2 yr	330.00
2 yr - 3 yr	370.00
3 yr - 4 yr	407.00
4 yr - 5 yr	445.00
5 yr - 6 yr	485.00
6 yr and over	526.00

(m) Group 13 Television

Video Control Engineers

0 - 6 mo	$270.00 mo
6 mo - 1 yr	311.00
1 yr - 2 yr	351.00
2 yr - 3 yr	392.00
3 yr - 4 yr	429.00
4 yr - 5 yr	467.00
5 yr - 6 yr	507.00
6 yr and over	548.00

(n) Group 14 Television

Assistant Station Engineer - Television and/or FM Broadcast Station (Power rating 5 KW or less)

$570.00

(o) Group 15 Television

Assistant Field Supervisor
Video Control Supervisor
Technical Director (in technical charge of studio during production)
Assistant Station Engineer - Television and/or FM Broadcast Station (Power rating over 5 KW)

$600.00

(p) Group 16 Television

Station Engineer - Television and/or FM Broadcast Station (Power rating 5 KW or less)
Field Supervisor
Maintenance Supervisor

$625.00

(q) Group 20 Chemists

Increases to be determined on basis of length of service as follows:

0 - 1 yr	$344.00 mo
1 yr - 2 yr	366.00

(r) Group 21 Matrix Man First Class
Matrix Setup Man

Increases to be determined on basis of length of service as follows:

0 - 6 mo	$177.00
6 mo - 1 yr	194.00
1 yr and over	215.00

(s) Group 21A Matrix Man Second Class
Shipping Clerk
Receiving Clerk
Record Press Operator

Increases to be determined on basis of length of service as follows:

0 - 6 mo	$172.00
6 mo - 1 yr	188.00
1 yr and over	200.00

(t) Group 22 New York Only

Recording Engineers First Class
Recording Maintenance Engineers

Increases to be determined on basis of length of service as follows:

0 - 1 yr	$445.00
1 yr - 2 yr	485.00
2 yr and over	526.00

(u) Group 22A Recording Engineers Second Class (New York only)

Increases to be determined on basis of length of service as follows:

0 - 6 mo	$250.00
6 mo - 1 yr	290.00
1 yr - 2 yr	330.00
2 yr - 3 yr	370.00
3 yr and over	407.00

(v) Group 23 Wax Recording Disc Maker

Increases to be determined on basis of length of service as follows:

1 mo - 3 mo	$158.00
3 mo - 6 mo	168.00
6 mo - 9 mo	177.00
9 mo - 1 yr	186.00
1 yr and over	194.00

(w) Group 24 New York Only

Assistant Recording Supervisor
Recording Production Supervisor

$570.00

(x) Group 26 Recording Supervisor (New York)

$625.00

(y) Group 27 Centralized Record Playback Operator

Increases to be determined on basis of length of service as follows:

0 - 6 mo	$177.00
6 mo - 1 yr	188.00
1 yr and over	200.00

(z) Group 27A Assistant Centralized Record Playback Operator
Packer

Increases to be determined on basis of length of service as follows:

0 - 6 mo	$145.00
6 mo - 1 yr	161.00
1 yr and over	172.00

(aa) Group 28 Metalizer
Utility Man

Increases to be determined on basis of length of service as follows:

0 - 6 mo	$177.00
6 mo - yr	194.00
1 yr and over	204.00

(ab) Group 30 Machine Shop Mechanic First Class

Increases to be determined on the basis of length of service as follows:

0 - 1 yr	$250.00
1 yr - 2 yr	275.00
2 yr - 3 yr	300.00
3 yr - 4 yr	325.00
4 yr - 5 yr	345.00
5 yr - 6 yr	365.00
6 yr - 7 yr	385.00
7 yr - 8 yr	405.00
8 yr - and over	425.00

(ac) Group 31 Machine Shop Mechanics Second Class

Increases to be determined on basis of length of service as follows:

0 - 1 yr	$225.00
1 yr - 2 yr	250.00
2 yr - 3 yr	275.00
3 yr - 4 yr	300.00
4 yr and over	330.00

COMPANY: Confidential (Radio Station)

UNION: Radio Artists--AFL

LOCATION: New England

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: June 1948

Rates:

Staff Announcer	$50.00 per wk.
News Announcer-Writers	$75.00 per wk.

COMPANY: American Broadcasting Co., Inc.

UNION: Radio Artists--AFL

LOCATION: Interstate

SIZE OF COMMUNITY: --

EFFECTIVE DATE: January 1947

WAGE REOPENING: November 1947 if BLS cost of living index shows 10% increase over November 1946 levels

SCHEDULE OF MINIMUM FEES AND CONDITIONS FOR RADIO ARTISTS APPEARING ON COMMERCIAL PROGRAMS USING THE FACILITIES OF THE NATIONAL BROADCASTING COMPANY, THE AMERICAN BROADCASTING COMPANY, THE COLUMBIA AND MUTUAL BROADCASTING SYSTEMS AND THEIR SEVERAL STATIONS

ACTORS

Length of Program	*Fee*	*Re-broadcast fee*
15 minutes or less	$21.75	$14.50
16 to 30 minutes	36.25	18.25
31 to 60 minutes	50.75	25.50

Rehearsal: $8.75 per hour, first hour required; after first hour, rehearsal may be computed and paid in half-hour periods at the rate of $4.38 per half hour or part thereof. Each rehearsal session shall be computed and paid for as a separate unit and no such session shall be computed as less than one hour. Individual compensation shall be on the basis of time contracted for, but additional rehearsal time may be requested and if agreed to, paid for.

Thirteen Weeks' Continuous Guarantee:

(a) Where a producer on a fifteen minute dramatic strip show by written contract with the actor guarantees a thirteen weeks' continuous non-cancellable engagement on such show, the producer may discount the actor's scales to the extent shown in the following schedule if the producer guarantees the actor the minimum amounts shown in the schedule, no matter whether he plays or rehearses or not. Base rate on rehearsals where such discount is effective is $8.75 per hour. The schedule follows:

SINGLE BROADCAST PER DAY

Number of Appearances per Week	*Discount*	*Guaranteed Minimum*
5	15%	$152.50
4	10%	145.25
3	5%	116.25

BROADCAST AND REPEAT

Number of Appearances per Week	*Discount*	*Guaranteed Minimum*
5	15%	$203.25
4	10%	181.50
3	5%	145.25

ADVANCE RECORDING PLUS LIVE NETWORK BROADCAST
(Each appearance means one for recording and one for live)

Number of Appearances per Week	*Discount*	*Guaranteed Minimum*
5	15%	$232.25
4	10%	210.50
3	5%	167.00

The compensation which shall be paid to the performer under a thirteen weeks' continuous guarantee contract as above specified, shall be the applicable fees plus rehearsal pay, less the discount above set forth, or the guaranteed minimum, whichever is higher.

(b) On written guaranteed continuous thirteen weeks' non-cancellable engagement of actors for half-hour and hour shows, a discount from scale of ten per cent of the basic scale is allowed.

(c) Where an artist is engaged under a minimum 13 week, continuous, guaranteed, non-cancellable contract, and producer desires to renew such engagement, he shall give artist not less than two weeks' written notice of such intention prior to termination of any 13 week period, and such renewal shall be effective on acceptance by the artist.

Program Auditions: Shall be paid for at one-half the broadcast fee. Rehearsal time for auditions at the full rate specified for regular broadcasts. This compensation is for program auditions; voice tests may be made without compensation but the producer shall not use this privilege unreasonably.

Dramatized Commercials: Where the actor is engaged for a dramatized commercial, the following minimum scale shall apply:

Length of program	*Fee*	*Re-broadcast fee*
15 minutes or less	$21.75	$11.00
16 to 36 minutes	29.00	14.50
31 to 60 minutes	36.25	18.25

A fifteen minute rehearsal period prior to the dress rehearsal and the dress rehearsal may be included in the foregoing scale.

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SINGERS

15 Minutes or Less

No. of Voices	*Program Rate Per Person*	*Rebroadcast Rate Per Person*	*Rehearsal Rate Per Person*	
			First Hour Required	*Additional per quarter hour or part thereof*
Soloists	$58.10	$21.80	$8.80	$2.20
Groups of 2	43.60	14.50	7.20	1.80
3	43.60	14.50	7.20	1.80
4	43.60	14.50	7.20	1.80
5	37.20	13.80	7.20	1.80
6	31.90	12.70	7.20	1.80
7	28.20	12.20	5.80	1.45
8	26.60	11.80	5.80	1.45
9	25.20	11.40	5.80	1.45
10	24.00	11.10	5.80	1.45
11	22.90	10.80	5.80	1.45
12	22.00	10.60	5.80	1.45
13	21.10	10.40	5.80	1.45
14 or more	20.30	10.20	5.80	1.45

16 to 30 Minutes

No. of Voices	Program Rate Per Person	Rebroadcast Rate Per Person	Rehearsal Rate Per Person: First Hour Required	Rehearsal Rate Per Person: Additional per quarter hour or part thereof
Soloists	$72.60	$25.40	$8.80	$2.20
Groups of 2	50.80	17.40	7.20	1.80
3	50.80	17.40	7.20	1.80
4	50.80	17.40	7.20	1.80
5	44.40	15.80	7.20	1.80
6	41.30	15.00	7.20	1.80
7	33.70	14.30	5.80	1.45
8	31.50	13.80	5.80	1.45
9	29.70	13.30	5.80	1.45
10	28.10	12.90	5.80	1.45
11	26.70	12.50	5.80	1.45
12	25.40	12.20	5.80	1.45
13	24.30	11.90	5.80	1.45
14 or more	23.20	11.60	5.80	1.45

31 to 45 Minutes

No. of Voices	Program Rate Per Person	Rebroadcast Rate Per Person	Rehearsal Rate Per Person: First Hour Required	Rehearsal Rate Per Person: Additional per quarter hour or part thereof
Soloists	$87.10	$29.00	$8.80	$2.20
Groups of 2	58.10	20.30	7.20	1.80
3	58.10	20.30	7.20	1.80
4	58.10	20.30	7.20	1.80
5	51.70	18.20	7.20	1.80
6	47.80	17.20	7.20	1.80
7	38.90	16.40	5.80	1.45
8	36.20	15.70	5.80	1.45
9	34.00	15.10	5.80	1.45
10	32.00	14.60	5.80	1.45
11	30.30	14.20	5.80	1.45
12	28.80	13.80	5.80	1.45
13	27.40	13.40	5.80	1.45
14 or more	26.10	13.10	5.80	1.45

46 to 60 Minutes

No. of Voices	Program Rate Per Person	Rebroadcast Rate Per Person	Rehearsal Rate Per Person: First Hour Required	Rehearsal Rate Per Person: Additional per quarter hour or part thereof
Soloists	$101.60	$32.70	$8.80	$2.20
Groups of 2	65.30	23.20	7.20	1.80
3	65.30	23.20	7.20	1.80
4	65.30	23.20	7.20	1.80
5	58.90	20.60	7.20	1.80
6	54.30	19.40	7.20	1.80
7	44.10	18.40	5.80	1.45
8	40.90	17.60	5.80	1.45
9	38.30	16.90	5.80	1.45
10	36.00	16.30	5.80	1.45
11	33.90	15.80	5.80	1.45
12	32.10	15.30	5.80	1.45
13	30.50	14.90	5.80	1.45
14 or more	29.00	14.50	5.80	1.45

ANNOUNCERS

Length of program	*Fee*	*Re-broadcast fee*
15 minutes or less	$21.75	$14.50
16 to 30 minutes	36.25	18.25
31 to 60 minutes	50.75	25.50

Rehearsal: $8.75 per hour, first hour required; after first hour, rehearsal may be computed and paid in half-hour periods at the rate of $4.38 per half hour or part thereof. Rehearsals for programs in excess of 15 minutes, may be held in two sessions, each session to be computed and paid for as a separate unit and no such session shall be computed as less than one hour. Individual compensation shall be based on the time contracted for, but additional rehearsal time may be requested and if agreed to, paid for.

Where announcer is engaged for a commercial program for guaranteed terms of not less than thirteen (13) weeks, on 15 minute programs broadcast five (5) times or more a week, the following minimum weekly compensation may be provided:

Times a week	*Weekly Minimum Compensation*	*Weekly fee for re-broadcast*
5	$116.25	$57.50
6	133.50	65.75

In such cases of guaranteed term engagements at the weekly rate, 45 minute rehearsal time per day is included.

Sportscasters: Shall be paid at the rate of $125.00 per event, for play-by-play sportscaster, and $85.00 per event for assistant sportscaster (color man). An event is whatever the daily ticket of admission buys. Weekly guarantee: The weekly rate, maximum of 7 events pay or play, shall be not less than $350.00 per week for the play-by-play sportscaster, $225.00 per week for the assistant sportscaster (color man).

Network Commercial Cut-In Announcements: Shall be paid at the rate of $14.50 for each such announcement.

Hitchhike Announcements and Cowcatcher Announcements: Shall be paid at the rate of $14.50 for each such announcement on a 15 minute program, $20.00 for each such announcement on a half-hour program, $25.00 for each such announcement on a one-hour program. In the event more than one announcement is made on a program, the announcer shall be paid at the specified rate for each such announcement or at the basic announcer's minimum program and rehearsal rate, whichever is lower.

Program Auditions: Shall be paid for at one-half the broadcast fee. Rehearsal time for auditions at the full rate specified for regular broadcasts. Voice tests may be had without compensation.

Special Provisions Regarding Announcers:

(a) Where a prior record is made in connection with a five time a week live broadcast, the fee for five such recordings shall be $72.50.

(b) The 45 minute rehearsal allowed for each of five broadcasts may be computed as 225 minutes to be used by producer as desired within five days. If producer desires, he may use such rehearsal time for prior recordings and announcer agrees to allow 15 minute rehearsal for each live broadcast. These conditions apply only in connection with 13 week non-cancellable contracts.

(c) On five minute local news broadcasts with not less than two per day, originating in New York City only, the fee for the news reporter shall be $10.00 for each such broadcast.

RETAIL AND WHOLESALE TRADE

COMPANY: Brass and Copper Sales Co.

UNION: Retail and Wholesale Union--CIO

LOCATION: St. Louis, Mo.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rates: 90¢ for drivers, $1 min. after 30 days; 80¢ for porters, 87½¢ min. after 30 days

Class A. To consist of Countermen, Shipping and Receiving Clerks, Machine Operators (Shear & Slitter) and Lead Man Metals.

The rate range for new employees in Class A to be as follows:

Minimum	$ .97½ per hour
After 3 months	1.00 " "
After 6 months	1.05 " "
After 12 months	1.10 " "

Class B. To consist of Countermen Helpers, Shipping and Receiving Clerk Helpers, Machine Operator Helpers, Flatteners and Sawers.

The rate range of new employees in Class B to be as follows:

Beginner	$ .90 per hour
After 3 months	.92½ " "
After 6 months	.95 " "
After 12 months	.97½ " "
(Same as minimum of Class A)	

Class C. All men in Class C perform the work of helpers to the men engaged in performing the duties of Class A and Class B.

Classification of men in Class C has no relation to their duties, but only to their length of service.

The rate range for new employees in Class C is as follows:

Beginners	$ .80 per hour
After 3 months	.85 " "
After 6 months	.87½ " "
After 12 months	.90 " "
(Same as beginner in Class B)	

The increases in the rates in Class C are automatic; at the end of 12 months a Class C employee is automatically a beginner in Class B and is eligible to perform the work of the men in Class B and the increases in rates in Class B are automatic to the maximum of Class B.

COMPANY: Owl Drug Co.

UNION: Retail Clerks--AFL

LOCATION: San Diego, Calif.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

CLASSIFICATION (Male or Female)	Rate of Pay Monthly	Hourly
(A). Pharmacists		
1. Regular Pharmacists	$375.00	$1.80
2. Relief Pharmacists	375.00	1.80
(B). Regular Clerks	Weekly	Hourly
a. 1st three months experience in the industry	$ 33.00	$ .75
b. 2nd three months experience in the industry	35.75	.81
c. 3rd three months experience in the industry	38.50	.88
d. 4th three months experience in the industry	41.25	.94
e. After twelve months experience in the industry	44.00	1.00
f. After twelve months experience in the industry and four months continuous employment by the employer involved	46.75	1.08

COMPANY: Food Industries Employers

UNION: Teamsters--AFL

LOCATION: Los Angeles, Calif.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; 1-yr. agmt.

WAGE SCALE: WHOLESALE DELIVERY DRIVERS

RIDING HELPERS:
Time to begin when they leave the base terminal. Shall not end until they return to base terminal and all work is completed . . . . . $1.35 per hour

DRIVERS:
(1) Vehicles with a carrying capacity less than 7½ tons . . . . . 1.45 per hour

(2) Vehicles with a carrying capacity of 7½ tons, less than 16 tons, or a semi-trailer with a bed length of not more than 25 feet 1.52½ per hour

(3) Vehicles with a carrying capacity over 16 tons, less than 22 tons, or a semi-trailer with a bed length of more than 25 feet or any truck and trailer carrying less than 22 tons . . . . . 1.57½ per hour

(4) Vehicles with a carrying capacity of over 22 tons . . . . . 1.70 per hour

COMPANY: Kraft Foods Co.

UNION: Teamsters--AFL

LOCATION: Sacramento, Calif.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates:	Per Wk.
Route Salesman	
Starting	$61.50
After 2 mos.	71.50
Warehouseman	52.80
Shipping Clerk	56.80
Deliveryman	54.00

Note: The workweek is 40 hours for all employees except route salesmen, who work 45 hours.

COMPANY: Los Angeles Food Markets

UNION: Retail Clerks--AFL

LOCATION: Los Angeles, Calif.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: January 1948

WAGE REOPENING: None specified (see Note below); agmt. expires Sept. 1949

Shift Bonus: 15¢ for all work after 7 p.m.

Note: In addition to the minimum wage scales below, each employee is paid a $2.50 weekly "cost-of-living adjustment." For every increase of 7.75 points in the BLS Consumers' Price Index for the Los Angeles area, a further $2.75 weekly bonus will be paid. Such a bonus will be eliminated if the BLS Index declines below the point which brought the bonus.

	Hourly Rate-1st 40 Hours	Weekly Rate-1st 40 Hours	Hourly Rate-Over 40 Hours	48 Hour Week-If Worked
Department Heads	$1.5625	$62.50	$2.344	$81.25
Journeymen Clerks (After One Year in the Industry)	1.375	55.00	2.0625	71.50
Apprentices—				
1st 4 Months in the Industry	1.00	40.00	1.50	52.00
2nd 4 Months in the Industry	1.125	45.00	1.688	58.50
3rd 4 Months in the Industry	1.25	50.00	1.875	65.00
Experienced Bakery Clerks (After One Year in the Industry)	1.25	50.00	1.875	65.00
Bakery Department Heads	1.375	55.00	2.0625	71.50

	Hourly Rate at Straight Time	Hourly Rate at Overtime
PART TIME CLERKS		
Experienced Clerks	$1.475	$2.2125
Inexperienced Clerks		
(694 Hrs. Worked) 1st 4 Months in the Industry	1.10	1.65
(1387 Hrs. Worked) 2nd 4 Months in the Industry	1.225	1.8375
(2080 Hrs. Worked) 3rd 4 Months in the Industry	1.35	2.025
BOX BOYS		
1st Year Experience in the Industry	.75	1.125
After 1 Year (2080 Hours)	.85	1.275

COMPANY: Confidential (Department Stores)

UNION: Retail Clerks--AFL

LOCATION: Pacific

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

BASIC 40-HOUR WEEK

11-A1	VARIETY STORES Journeywomen Minimum	$30.00 per week
11-A2	DEPARTMENT STORES Journeywomen Minimum	$32.00 per week
11-A3	SPECIALTY STORES Journeywomen Minimum	$32.00 per week
11-B	DEPARTMENT STORES Journeymen Minimum	$42.00 per week
11-C	DEPARTMENT STORES Regular Furniture and Floor Covering Journeymen Minimum	$60.00 per week

The above drawing account rates in Section 11-C are to be charged against commissions earned on net sales, figured on the following basis: red figures to be wiped out each 60 days; fiscal year figured from February first:

5% on net sales up to $2,600 averaged monthly each 2 month period.

4% on net sales over $2,601 to $5,000 averaged monthly each 2 month period.

Commissions on contract sales carrying a net markup of 10% shall be figured at 2%. Commissions on contract sales carrying 11% to 20% net markup shall be figured at 2½%. Commissions on contract sales carrying more than 20% net markup shall be figured at 3%.

Commissions to be computed monthly, deficits to be adjusted as herein provided. Itemized statements of sales to be furnished each salesman. Repossessions not to be deducted after 90 days from date of sale of merchandise to the customer.

11-D DEPARTMENT STORES
Regular Heavy Appliances
(Refrigerators, Radios, Washers, Ironers, Stoves and Heating Equipment)
Journeymen Minimum $50.00 per week

The above drawing account rates are to be charged against earned commissions figured on the basis of present commission rates for salesmen now employed, which commission rates shall continue until June 1, 1948 so long as said salesmen remain with present employers: provided, however, that subsequent to June 1, 1942, commission rates for new salespeople employed within this classification shall be not less than six per cent (6%). Red figures to be wiped out each 60 days. Fiscal year figured from February first.

11-E1 DEPARTMENT STORES
Shoes
Journeywomen Minimum $33.00 per week

11-E2 DEPARTMENT STORES
Higher Priced Shoes
Journeymen Minimum $47.00 per week

11-E3 DEPARTMENT STORES
Popular Priced and Basement Shoes
Journeymen Minimum $44.00 per week

11-F1 DEPARTMENT STORES
Cosmetics, Corsets, Millinery, Coats, Suits, Dresses
Journeywomen Minimum $34.00 per week

Commissions: It is agreed that: quotas on coats, suits, and dresses will be established on a basis of 5% or twenty times the drawing account and the commissions for sales over quotas shall be not less than 3%; except, that in those cases in which commission rates in excess of the above are being paid they shall not be reduced for those presently employed.

Commissions are to be figured and paid monthly.

Commission rates for new salespeople employed within this classification shall be not less than those stated above.

It is agreed that where commissions are now paid to individuals in other merchandise classifications or departments, the rates for people presently employed shall remain as they were on June 1, 1947.

11-F2 SPECIALTY STORES
Cosmetics, Corsets, Millinery
Coats, Suits, Dresses
Journeywomen Minimum $34.00 per week

Commissions: It is agreed that quotas on coats, suits, dresses, millinery and corsets and in other merchandise classifications or departments where commissions are now paid to individuals, will be established on a basis of 5% or twenty times the drawing account and that commissions for sales over quotas shall be not less than 3%; except that in those cases in which commission rates in excess of the above are being paid, they shall not be reduced for those presently employed.

Commissions are to be figured and paid monthly.

Commission rates for new salespeople employed within this classification shall be not less than those stated above.

It is agreed that where commissions are now paid to individuals in other merchandise classifications or departments, the rates for people presently employed shall remain as they were on June 1, 1947.

11-G1 DEPARTMENT STORES
Men's Suits and Overcoats
Journeymen Minimum $50.00 per week

In Section 11-H1, DEPARTMENT STORE AND SPECIALTY STORE Alteration Help, the following increases shall be granted:

11-H1 DEPARTMENT OR SPECIALTY STORES
Alteration Department
Operators
Journeywomen Minimum $36.00 per week

Combination Workers
Journeywomen Minimum $39.00 per week

Fitters
Journeywomen Minimum $41.00 per week

In Section 11-I, DEPARTMENT STORE, VARIETY STORE and SPECIALTY STORE Office Workers, the following increases will be granted:

11-I1 Lowest Classification

Mail Clerks
File Clerks
Office and Errand Boys and Girls
Stuffers
Will Call Clerks (No Cash Handling)
General Clerks (Doing any type of miscellaneous clerical work not covered by specific classification)
Journeywomen Minimum $31.00 per week

11-I2 Middle Classification

Order Checkers
Lay-away Clerks (Cash Handling)
Typists
Sales Check Sorters
Incoming Freight Clerks
Stock Control Clerks
Floor Cashiers
Tubsroom Cashiers
Return, Exchange and Adjustment Desk Clerks
Traffic Office Clerks
Charge Authorizers
Auditing Compt. Operators
Telephone Shoppers
Mail Shoppers

Journeywomen Minimum $33.50 per week

11-I3 Top Classification

Bill Adjusters
Customers' Accounts Cashiers
Key Punch Operators
Addressograph Operators
Stenographers
Dictaphone Operators
Billing Machine Operators
Telephone Operators

Journeywomen Minimum $36.00 per week

11-J1 VARIETY STORES
Displaymen:

Junior Journeymen Minimum $48.00 per week
Senior Journeymen Minimum $54.00 per week

11-J1A Junior Journeywomen Minimum $34.00 per week
Senior Journeywomen Minimum $38.00 per week

11-J2 DEPARTMENT or SPECIALTY STORES
Displaymen:

Junior Journeymen Minimum $52.00 per week
Senior Journeymen Minimum $58.00 per week

11-J2A Junior Journeywomen Minimum $38.00 per week
Senior Journeywomen Minimum $42.00 per week

APPRENTICE SCALES FOR WOMEN

	11-A1	11-I1	11-A2 11-A3	11-E1	11-I2
1st 6 months	$24.00	$24.00	$24.00	$24.00	$24.00
2nd 6 months	27.00	28.00	28.00	28.50	28.50
3rd 6 months	28.00	29.00	30.00	31.00	31.00
Thereafter	30.00	31.00	32.00	33.00	33.50

	11-F1 11-F2	11-H1 11-I3	11-H1	11-H1
1st 6 months	$24.00	$24.00	$24.00	$24.00
2nd 6 months	28.50	29.00	30.00	31.00
3rd 6 months	31.00	32.00	35.00	36.00
Thereafter	34.00	36.00	39.00	41.00

	11-J1A	11-J2A
1st 6 months	$24.00	$24.00
2nd 6 months	27.00	28.00
3rd 6 months	28.00	30.00
4th 6 months	29.50	32.00
5th 6 months	31.00	34.00
6th 6 months	32.50	36.00
Junior Journeywomen	34.00	38.00
Senior Journeywomen	36.00	42.00

APPRENTICE SCALES FOR MEN

	11-I3	11-B	11-E3	11-E2	11-C 11-D 11-G1
1st 6 months	$27.00	$30.00	$30.00	$31.00	$31.00
2nd 6 months	29.00	33.00	34.00	35.00	35.00
3rd 6 months	31.00	36.00	37.00	39.00	39.00
4th 6 months	34.00	39.00	41.00	43.00	44.00
Thereafter	37.00	42.00	44.00	47.00	50.00

	11-J1	11-J2
1st 6 months	$31.00	$31.00
2nd 6 months	34.00	34.00
3rd 6 months	36.00	37.00
4th 6 months	39.00	40.00
5th 6 months	42.00	43.00
6th 6 months	45.00	47.00
Junior Journeymen	48.00	52.00
Senior Journeymen	54.00	58.00

COMPANY: Minneapolis Food Stores

UNION: Meat Cutters--AFL

LOCATION: Minneapolis, Minn.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: December 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Note: The workweek is 48 hours.

Meat Cutters

Journeymen shall receive not less than $65.00 per week.

Apprentices (male)	$36.00	- First 6 mos.
"	41.50	- 2nd. 6 Mos.
"	44.00	- 3rd. 6 Mos.
"	46.50	- 4th. 6 Mos.
"	49.00	- 5th. 6 Mos.
"	51.50	- 6th. 6 Mos.

and not less than "Journeymen" scale ($65.00) per week thereafter.

All extra help shall receive not less than $12.00 per day.

Grocery Food Handlers

1. Full-time help (male)	
First six months	$33.00
Second six months	37.00
After one year	41.00
After two years	45.00
After three years	50.00
2. Full time help (female)	
First six months	32.00
Second six months	35.00
After one year	37.00
After two years	40.00
After three years	43.00
3. (a) Part-time male or female (experienced)	.75 per hr.
(b) Part-time male or female (under 18 years of age or with less than one (1) year's experience)	.65 per hr

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COMPANY: Whitney Department Store

UNION: Retail Clerks--AFL

LOCATION: San Diego, Calif.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: October 1947

WAGE REOPENING: None specified; 1-yr. agmt.

		WEEKLY	HOURLY
Salespersons	Beginner - First 3 months	$27.00	.675
	Beginner - Second 3 months	28.00	.70
	Regular	30.00	.75
Floor Cashier/Package Wrapper	Beginner - First 3 months	27.00	[illegible]
	Beginner - Second 3 months	28.00	[illegible]
	Regular	30.00	[illegible]
Marker	Beginner	30.00	[illegible]
	Regular	32.50	[illegible]
Will Call	Beginner - First 3 months	27.00	.675
	Beginner - Second 3 months	28.00	[illegible]
	Regular	30.00	[illegible]
Stock Room - Male	Beginner	35.00	[illegible]
	Regular	37.50	[illegible]
Receiving and Shipping Room - Male	Beginner	$35.00	.875
	Regular	37.50	.9375
Display and Window Trimmer	Beginner	30.00	.75
	Regular	32.50	.8125

Extra: Hourly rate based on above weekly rate of classification -

Student .....Female ..... sixty (60) cents per hour.

COMPANY: Bloomingdale Brothers, Inc.

UNION: Retail and Wholesale Union--CIO

LOCATION: New York City, N. Y.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: February 1948

Grade		Engagement Date	60 Days After Engagement Date*	6 Months After Engagement Date
I-II	Non-selling	$26.00	$28.00	$30.00
III	Non-selling	27.60	29.60	31.60
	Selling	27.60	27.60*	29.60*
			2.00	2.00
IV	Non-selling	29.20	31.20	33.20
	Selling	29.20	29.20*	31.20*
			2.00	2.00
V	Non-selling	33.20	35.20	37.20
	Selling	33.20	33.20*	35.20*
			2.00	2.00
VI	Non-selling	38.60	40.60	42.60
	Selling	38.60	38.60*	40.60*
			2.00	2.00
VII	Non-selling	44.20	46.20	49.20
	Selling	41.20	43.20	46.20
VIII	Non-selling	49.80	51.80	54.80
	Selling	46.60	48.60	51.60
IX	Non-selling	55.60	57.60	60.60
	Selling	51.80	53.80	56.80
X	Non-selling	62.60	64.60	68.60
	Selling	58.60	60.60	64.60
XI	Non-selling	70.00	72.00	76.00
	Selling	65.60	67.60	71.60

*The amounts of $2.00, appearing in these columns, represent the amount of commission guaranteed by the Company.

COMPANY: Confidential (Drug Stores)

UNION: Retail and Wholesale Union--CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: December 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Note: The workweek is 40 hours for window trimmers, 44 hours for all other employees.

Job Classification	Starting Salary	Salary After 60 days	
Cigar Salesmen	$37.00	$39.00	
Soda Salesmen	32.00	34.00	$38.00 (After 4 mos.)
Soda Saleswomen	30.00	32.00	
Porters	32.00	34.00	
Window Trimmers	37.00	40.00	$45.00 (After 6 mos.)

There shall also be established minimum salaries for the job classifications shown below, as follows:

Job Classification	Minimum Salary
Store Manager	$47.00 per week
Head Soda Salesmen	47.00 " "
Part-time Soda Salesmen and Soda Saleswomen	75¢ per hour
Part-time Cigar Salesmen	80¢ per hour

COMPANY: Confidential (Variety Stores)

UNION: Retail Clerks--AFL

LOCATION: Pacific

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: May 1948

(1) WAGES FOR OTHER THAN LUNCH DEPARTMENT EMPLOYEES

JOB CLASSIFICATION	Hourly Rate	Weekly Rate
Sales Employees—Full-time Experienced	$ .85	$34.00
Sales Employees—Apprentices	.7175	28.70
Sales Employees—Short-hour Experienced	.90	
Floorladies (Supervising Capacity)	.90	36.00
Reserve Stockworkers—Apprentice	.7625	30.50
Reserve Stockworkers—Experienced	.90	36.00
Combination Warehouseman and Receiving Clerk	1.30	52.00
Window Workers—Apprentice	.7625	30.50
Window Workers—Experienced	.90	36.00
Maids and Matrons	.915	36.60
Janitor and Watchman—Full-time	1.03	41.20

(2) WAGES FOR LUNCH DEPARTMENT EMPLOYEES

Luncheonette Cook and Pastry Cook	$12.00 per day
Griddle Cooks (7½ hours within 8)	10.50 per day
Cook's Helper (Able to cook in emergency) (7½ hours within 8)	9.25 per day
Cashiers (7½ hours within 8)	8.25 per day
6 hours straight	7.00 per day
4 hours straight	5.25 per day
3 hours straight	4.50 per day
Fountain Girl—Sandwich and Steamtable (7½ hours within 8)	8:25 per day
6 hours or less	7.00 per day
4 hours	5.25 per day
3 hours or less	4.25 per day
Waitress (7½ hours within 8)	6.75 per day
6 hours or less	6.00 per day
3 hours or less	4.00 per day
Dishwasher, Kitchen Help (7½ hours within 8)	7.50 per day
5 hours	5.75 per day
4 hours	5.00 per day
3 hours or less	4.00 per day
Bus Boy or Girl (7½ hours within 8)	6.75 per day
6 hours or less	6.00 per day
3 hours or less	4.00 per day

COMPANY: Confidential (Drug Stores)

UNION: Upholsterers--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: -- --

EFFECTIVE DATE: January 1948

WAGE REOPENING: January 1949

Rates:	Per Wk.
Window Trimmer Trainee	$35.00
(After 60 days)	40.00
Window Trimmer Helper	45.00
Junior Window Trimmer	50.00
Senior Window Trimmer	58.50

Note: The workweek is 40 hours.

COMPANY: Confidential

UNION: Retail and Wholesale Union--CIO

LOCATION: Middle West

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Group A—Checkers, packers, box-shop coopers, stockmen, stock counters, receiving and shipping checkers, truckers, freight handlers, freight elevator operators, original package orderfillers.

6 months' rate—	1.00 per hour
12 months' rate—	1.05 per hour
18 months' rate—	1.10 per hour
24 months' rate—	1.15 per hour
60 months' rate—	1.175 per hour

Group B—Open stock orderfillers, stock helpers, assemblers, and pilers, operating division typists and clericals, receipt writers, passenger elevator operators, janitors, salesmen's samples and display clerks.

6 months' rate—	.94 per hour
12 months' rate—	.98 per hour
18 months' rate—	1.02 per hour
24 months' rate—	1.05 per hour

Group M—Carpenters, electricians, painters and mechanics.

6 months' rate—	1.125 per hour
12 months' rate—	1.225 per hour
18 months' rate—	1.275 per hour
24 months' rate—	1.325 per hour

COMPANY: Confidential (Food Market)

UNION: Retail Clerks--AFL

LOCATION: Great Lakes

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Note: The workweek is 48 hours.

CLASSIFICATION	RATE RANGE WEEKLY	RATE RANGE PART TIME
1. Head Stock Clerk	$42.00 - $50.00	
After:		
Six months	$44.00	
One year	46.00	
Thereafter - MERIT		
2. General Stock Clerk	$30.00 - $40.00	.60 - .72 hr.
After:		After:
Six months	$32.50	Six months .64 hr.
One year	35.00	One year .68 "
Eighteen months	37.50	Eighteen months .72 "
Thereafter - MERIT		
3. Perishable Foods Clerk	$30.00 - $40.00	.60 - .72 hr.
After:		After:
Six months	$32.50	Six months .64 hr.
One year	35.00	One year .68 "
Eighteen months	37.50	Eighteen months .72 "
Thereafter - MERIT		
4. Head Cashier	$42.00 - $48.00	
After:		
Six months	$43.50	
One year	45.00	
Thereafter - Merit		
5. Experienced Cashier	$32.00 - $42.00	.62½ - .77½ hr.
After:		After:
Six months	$34.50	Six months .66 hr.
One year	37.00	One year .70 "
Thereafter - MERIT		Thereafter - MERIT
6. Apprentice Clerk		
Up to two months	$28.00	.58 hr.

Employees in this classification will be given credit for all time up to two (2) months on length of service step up in promoted classification. The maximum a clerk may spend in this classification is two (2) months.

COMPANY: Confidential (Manufacturing Company Stores)
UNION: District 50, Mine Workers
LOCATION: South Atlantic
SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: June 1947
WAGE REOPENING: At any time to conform to changes in national wage policy

Classification	Present Hourly Rate
Meat Cutter and Asst. Manager	$ .82
Meat Cutter - Class B	.72
Clerks	.67
Cashier	.70
Gasoline Station Attendant	.70
Truck Driver	.87
WAREHOUSE	
Asst. Manager	.82
Warehouse Laborers	.67
OFFICE	
Clerks: Senior	.79
Junior	.70

COMPANY: Confidential(Bakery)
UNION: Teamsters--AFL
LOCATION: Great Lakes
SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: March 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Rates:

Salesmen Drivers (Plus 10% commission on sales over $400)	$45.00 per wk.
Loader Foremen	$1.00 per hr.
Loaders	$ .90 per hr.

Note: The workweek is 44 hours.

COMPANY: Confidential (Department Store)
UNION: Retail Clerks--AFL
LOCATION: Mountain
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: June 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Hiring Rate: $27.50 for new employees; $30.00 min. after 6 mos.

Note: The workweek is 42 hours.

COMPANY: California Retail Grocers and Merchants Ass'n.
UNION: Retail Clerks--AFL

LOCATION: Monterey, Santa Cruz Counties, Calif.
SIZE OF COMMUNITY: -- --

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates:	Weekly Rate
Beginner Clerks	
Less than 3 mos. experience	$45.00
3-6 mos. experience	47.50
6-9 mos. experience	51.25
9-12 mos. experience	55.00
Regular Clerks	62.40
Managing Clerks	90.00

Note: The above rates are for a 48-hour workweek. An employee working less than 48 hours, but more than 40, is paid 7½¢ an hour above his classification scale. For a workweek of less than 40 hours, pay is 10¢ an hour above the regular scale.

COMPANY: Coal and Oil Distributors

UNION: Teamsters--AFL

LOCATION: Lynn, Mass.
SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: October 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates: Classification	Per Wk.	Per Hr.
Carmen and Runmen	$52.00	$1.30
Chauffeurs	50.00	1.25
Yardmen and Helpers	46.00	1.15

COMPANY: Wholesale and Retail Meat Dealers
UNION: Meat Cutters--AFL

LOCATION: Dallas, Tex.
SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: November 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates:	Per Wk.
Head Meat Cutter	$70.00
Journeyman Meat Cutter	65.00
Apprentice--Starting	37.50
After 6 mos.	41.00
After 1 yr.	44.50
($3.50 increase every 6 mos.)	
Extra Meat Cutters	$1.25 per hr.
Extra Apprentices	$ .90 per hr.

Note: The workweek is 48 hours.

COMPANY: Retail Meat Cutters

UNION: Meat Cutters--AFL

LOCATION: Kansas City, Mo.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: September 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates:	Per Wk.
Head Meat Cutter	$71.00
Meat Cutter	64.50
Apprentices--1st yr.	45.00
2nd yr.	50.00
3rd yr.	55.00

Note: The workweek is 48 hours.

COMPANY: San Francisco Bakery Employers

UNION: Teamsters--AFL

LOCATION: Pacific

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: November 1947

WAGE REOPENING: September 1948

Rates:	Per Wk.
Drivers and Salesmen	$72.00
Transport Truck Drivers	85.00
Feeder Truck Drivers	74.00
Solicitors	84.00
Retail Drivers	85.00
Shipping & Receiving Clerks	
Machine Wrappers	
Packers	63.40
Inside Foremen (Plus guar. 8 hrs. overtime, or $87.00 per wk.)	66.92

Shift Bonus: 13½¢ on 2nd, 21½¢ on 3rd shift

Note: The workweek is 48 hours for drivers, salesmen, and solicitors; it is 40 hours for all other employees.

TELEPHONE AND TELEGRAPH

COMPANY: Confidential

UNION: Independent Employees Union

LOCATION: Great Lakes

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

CLASSIFICATION	RATES	DEFINITIONS
JOURNEYMAN LINEMAN	$1.24 - $1.495	Man skilled in the erection, maintenance and repair of outside plant items.
APPRENTICE LINEMAN	$ .95 - $1.285	Man in the apprentice stage, who, after a period of apprenticeship, becomes a Journeyman Lineman.
GROUNDMAN	$ .90 - $1.145	Man experienced in assisting Lineman, does not climb poles or buildings, i.e., is a helper to Journeyman and apprentice Lineman or Cableman.
CABLE SPLICER	$1.33 - $1.665	Man who is experienced in splicing testing and patching aerial and underground cable.
APPR. CABLE SPLICER	$1.07 - $1.375	Man who after apprenticeship becomes a Cable Splicer.
CABLE HELPER	$1.21 - $1.435	Man who acts as helper to Cable Splicer or Apprentice Cable Splicer but does no cable work.
SWITCHMAN	$1.07 - $1.315	Man used and skilled in the testing, connecting and repairing of central office equipment under supervision.
APPR. SWITCHMAN	$ .84 - $1.055	Man learning to test, connect and repair central office equipment.
SENIOR SWITCHMAN	$1.24 - $1.575	Man skilled in testing, connecting and repairing of central office equipment without supervision.
TESTMAN	$1.04 - $1.315	Man skilled in operating test desk to test lines, instruments and central office equipment.

INSTALLER	$1.27 - $1.575	Installation and removal of telephone equipment including subscriber station equipment.
TROUBLEMAN	$1.30 - $1.495	Clearing subscribers station equipment trouble.
INSTRUMENT REPAIRMAN	$1.21 - $1.435	Repair and refinishing of telephone and other equipment.
CASHIER	$ .81 - $1.025	Handle collection of subscribers accounts, and make required balances of their collections. They also handle orders for the installation, moving and removal of telephones.
BILLING CLERK	$ .81 - $1.025	Bill all long distance calls and make up the subscribers monthly statements.
CHECKING CLERK	$ .84 - $1.055	Make all traffic and commercial reports on long distance business.
DIRECTORY SUPERINTENDENT	$ .98 - $1.205	Maintains records showing the number of the various types of services being furnished as well as the rates charged for same; they also keep the necessary records for the publishing of the telephone directory.
CUSTODIAN	$ .98 - $1.205	Does all cleaning of the main exchange building together with general supervision of the janitorial work at outlying exchanges. He fires the boiler at main exchange building also.
REPAIR CLERK	$ .87 - $1.055	Records all trouble reported, tests to ascertain type of trouble and dispatches repairman.
LINE TRUCK DRIVER	$1.10 - $1.475	Drives line truck and operates power winch and wire take-up reels which are a part of the line truck.
STUDENT OPERATOR (30 DAY TRAINING PERIOD)	$ .60 - $ .72½	Operators learning to handle most simple toll calls-Trainee

JUNIOR OPERATOR	$ .62½ - $ .82½	Operators handling toll calls to nearby points.
POINT TO POINT OPERATOR	$ .65 - $ .87½	Operators handling delayed toll calls requiring "in" tickets and messenger tickets.
INFORMATION OPERATORS	$ .67½ - $ .90	Furnishing telephone numbers for new telephones. Also calls for numbers that have changed, verifying telephone numbers to distant operators, also handle trouble complaints, fire and police calls.
ROUTE AND RATE OPERATOR	$ .70 - $ .92½	Must have a knowledge of routes and rates for calls to distant points. Also rate calls and distribute calls to other operators. Have experience of Information and Point to Point Operator.
INWARD AND MARINE OPERATOR	$ .77½ - $ .95	Handle calls to and from ships on the Great Lakes, also calls from distant points and Pay Station calls, and have experience of Route and Rate, Information and Point to Point Operator.
NIGHT OPERATOR	$ .75 - $ .97½	Required to handle all types of calls without supervision and do any and all work required by any emergency or necessity at toll board.

COMPANY: Michigan Bell Telephone Co. Traffic Dept.
UNION: Michigan Telephone Employees Federation (CWA)--Ind.
LOCATION: Michigan
SIZE OF COMMUNITY: --

EFFECTIVE DATE: May 1947
WAGE REOPENING: None specified; 1-yr. agmt.
Shift Bonus: See list of night differential payments in wage schedules below

Table I—Basic Wage Schedules

Operator, PBX Operator, Pay Station Attendant in Traffic Department

CLASS	u	v	w
Schedule Number	3349	3147	2945
Continuous Service			
Rate when employed	$33.00	$31.00	$29.00
Rate at end of 2 months	34.00	32.00	30.00
" " " " 4 "	35.00	33.00	31.00
" " " " 6 "	36.00	34.00	32.00
" " " " 8 "	37.00	35.00	33.00
" " " " 9 "	—	—	—
" " " " 10 "	38.00	36.00	34.00
" " " " 12 "	39.00	37.00	35.00
" " " " 18 "	40.00	38.00	36.00
" " " " 24 "	41.00	39.00	37.00
" " " " 30 "	42.00	40.00	38.00
" " " " 36 "	43.00	41.00	39.00
" " " " 42 "	44.00	42.00	40.00
" " " " 48 "	45.00	43.00	41.00
" " " " 60 "	46.00	44.00	42.00
" " " " 72 "	47.00	45.00	43.00
" " " " 84 "	48.00	46.00	44.00
" " " " 96 "	49.00	47.00	45.00

CLASS	x	y	z
Schedule Number	2742	2539	2536
Continuous Service			
Rate when employed	$27.00	$25.00	$25.00
Rate at end of 2 months	28.00	26.00	26.00
" " " " 4 "	29.00	27.00	27.00
" " " " 6 "	30.00	28.00	28.00
" " " " 8 "	—	—	—
" " " " 9 "	31.00	29.00	29.00
" " " " 10 "	—	—	—
" " " " 12 "	32.00	30.00	30.00
" " " " 18 "	33.00	31.00	—
" " " " 24 "	34.00	32.00	31.00
" " " " 30 "	35.00	33.00	—
" " " " 36 "	36.00	34.00	32.00
" " " " 42 "	37.00	35.00	—
" " " " 48 "	38.00	36.00	33.00
" " " " 60 "	39.00	37.00	34.00
" " " " 72 "	40.00	38.00	35.00
" " " " 84 "	41.00	—	—
" " " " 96 "	42.00	39.00	36.00

Detroit

Ann Arbor
Birmingham
Center Line
Farmington
Northville
Plymouth
Pontiac
Roseville
Royal Oak
Trenton
Wayne
Wyandotte
Ypsilanti

Battle Creek
Bay City
Flint
Grand Rapids
Jackson
Kalamazoo
Lansing
Lapeer
Midland
Monroe
Mt. Clemens
Port Huron
Saginaw

Albion
Algonac
Benton Harbor
Big Beaver
Buchanan
Charlotte
Flat Rock
Howell
Marshall
Milan
Niles
Petoskey
Romulus
St. Clair
Traverse City
Walled Lake

Cadillac
Charlevoix
Cheboygan
Escanaba
Fremont
Grand Haven
Greenville
Hastings
Hillsdale
Holland
Houghton
Ionia
Iron Mountain
Ironwood
Manistee
Marquette
Menominee
New Buffalo
Oxford
Romeo
Sandusky
Sault Ste. Marie

Auburn
Bad Axe
Baldwin
Belding
Beulah
Big Rapids
Boyne City
Caledonia
Calumet
Clare
Coloma
Croswell
Crystal Falls
Dutton
East Jordan
East Tawas
Elk Rapids
Evart
Fowlerville
Galien
Gladwin
Grant

Harbor Springs
Iron River
Ishpeming
Lexington
Lowell
Marne
Middleville
Negaunee
Newberry
New Haven
Oscoda
Pinckney
Portland
Reed City
Scottville
Stephenson
St. Ignace
Unionville
Watervliet
West Branch
Zeeland

Table II—Job Differentials Above the Basic Wage Schedules for

Operator, PBX Operator, Pay Station Attendant and Service Observer in Traffic Department

Class	*u*	*v*	*w*	*x*	*y*	*z*
Central Office						
Senior Operator	$2.00	$2.00	$2.00	$2.00	$2.00	$2.00
Operator-in-Charge	2.00	2.00	2.00	2.00	2.00	2.00
Service Assistant	8.00	8.00	7.00	6.00	6.00	6.00
Clerk	2.00	2.00	2.00	1.00	1.00	1.00
Chief Clerk	4.00	4.00	4.00	3.00	3.00	3.00
Rest Room Matron	1.00	1.00	1.00	1.00	1.00	1.00
Lounge Room Attendant	6.00	6.00	5.00	4.00	4.00	4.00
Service Observing						
Service Observer	5.00	5.00	5.00	4.00	4.00	4.00
Senior Service Observer	7.00	7.00	7.00	6.00	6.00	6.00
Service Observer-in-Charge	7.00	7.00	7.00	6.00	6.00	6.00
Service Observing Assistant	13.00	13.00	12.00	10.00	10.00	10.00
Private Branch Exchange						
P.B.X. Senior Operator	2.00	2.00	2.00	2.00	2.00	2.00
P.B.X. Operator-in-Charge	2.00	2.00	2.00	2.00	2.00	2.00
P.B.X. Service Assistant	8.00	8.00	7.00	6.00	6.00	6.00
P.B.X. Clerk	2.00	2.00	2.00	1.00	1.00	1.00
P.B.X. Chief Clerk	4.00	4.00	4.00	3.00	3.00	3.00
Attended Pay Stations (Battle Creek only)						
Senior Pay Station Attendant	..	..	2.00	..	..	..
Pay Station Attendant-in-Charge	..	..	2.00	..	..	..
Pay Station Service Assistant	..	..	7.00	..	..	..
Pay Station Clerk	..	..	2.00	..	..	..

Table III—Weekly Evening and Night Differentials

Central Office, Service Observing and Dining Service Employees

	Evening Tours Ending Between					*Night Tours*	
Class	7:30-8:29	8:30-9:29	9:30-10:29	10:30-11:00	After 11:00	No Sleep Allowed	Sleep Allowed
u, v and w	$2.00	$3.00	$4.00	$2.50	$3.00	$6.00	$3.00
x, y and z	1.75	2.50	3.50	2.00	2.50	5.50	2.50

1. A full tour of duty shall consist of eight hours including relief and excluding luncheon, dinner or supper time except that:

a. In exchanges on the U, V and W wage schedules tours ending between 7:30 P.M. and 9:29 P.M. inclusive, shall be not longer than seven and one-half hours; tours ending between 9:30 P.M. and 10:29 P.M. inclusive, shall be not longer than seven hours, and tours ending at 10:30 P.M. or later shall not be longer than six hours.

b. In all other exchanges tours ending between 9:30 P.M. and 10:29 P.M. inclusive, shall be not longer than seven and one-half hours and tours ending at 10:30 P.M. or later shall be not longer than six and one-half hours.

c. In all exchanges the net working time of night tours shall be not longer than seven hours, excluding supper periods or their equivalent.

Table IV—Authorized Titles and Wage Groups

District, Division and General Office Clerical Employees in Traffic Department

	Wage Group	*Class for Which Authorized*				
		u	v	w	x	y
Assistant to Supervisor of Traffic Results	11	•	•	•	•	•
Calculating Machine Operator	6	•	•	•	•	•
Chief PBX Instructor	9	•	•	•	•	•
Chief PBX Service Observer	9	•	•	•	•	•
Force Adjustment Clerk	7	•	•	•	•	•
General Clerk	5	•	•	•	•	•
Intermediate Clerk	3	•	•	•	•	•
Junior File Clerk	2	•	•	•	•	•
Local Operating Practices Assistant	11	•	•	•	•	•
Messenger	1	•	•	•	•	•
Operators' Quarters Assistant	10	•	•	•	•	•
Operators' Quarters Clerk	7	•	•	•	•	•

PBX Instructor	7	*	*	*	*	*
PBX Service Representative	8	*	*	*	*	*
Reports Clerk	7	*	*	*	*	*
Senior Clerk	8	*	*	*	*	*
Senior Force Adjustment Clerk	8	*	*	*	*	*
Senior Traffic Assignment Clerk	8	*	*	*	*	*
Senior Traffic Engineering Clerk	8	*	*	*	*	*
Senior Traffic Service Observing Clerk	8	*	*	*	*	*
Service Observing Clerk	7	*	*	*	*	*
Switchboard Bulletin Clerk	7	*	*	*	*	*
Time Reporting Clerk	6	*	*	*	*	*
Toll Operating Practices Assistant	11	*	*	*	*	*
Traffic Assignment Clerk	7	*	*	*	*	*
Traffic Department Instructions Assistant	11	*	*	*	*	*
Traffic Engineering Clerk	7	*	*	*	*	*
Traffic Office Supplies Assistant	11	*	*	*	*	*
Traffic Results Clerk	6	*	*	*	*	*
Traffic Staff Assistant-Engineering	11	*	*	*	*	*
Traffic Staff Assistant-Methods	11	*	*	*	*	*
Traffic Staff Assistant-Results	11	*	*	*	*	*
TWX Service Representative	8	*	*	*	*	*
Typist	4	*	*	*	*	*

Table V-MAXIMUM RATES

(1) Interdepartmental Job Classification

Clerical and Operator

Job Groups	Locality Groupings					
	u	v	w	x	y	z
1	$36	$34	$34	-	-	-
2	42	40	39	-	-	-
3	45	44	42	-	-	-
4	48	46	44	-	-	-
Operator	49	47	45	$42	$39	$36
5	51	49	47	44	41	-
6	54	52	50	47	44	-
7	56	54	52	49	46	-
8	59	57	55	52	49	-
9	61	59	57	54	51	-
10	63	60	58	55	52	-
11	65	62	60	57	54	-
	Detroit	Wayne Ypsilanti Pontiac Plymouth Royal Oak Wyandotte Trenton Centerline Roseville Birmingham Northville Farmington Ann Arbor	Kalamazoo Flint Battle Creek Monroe Grand Rapids Lapeer Bay City Saginaw Lansing Jackson Midland Mt Clemens Pt Huron	Howell Benton Harbor Albion Niles Petoskey Trav City Algonac St. Clair Buchanan Big Beaver Flat Rock Milan Romulus Walled Lake Charlotte Marshall	Ionia Charlevoix S.S. Marie Ironwood Manistee Marquette Gd Haven Holland Cadillac Iron Mt Escanaba Houghton Menominee Cheboygan Greenville Hastings Hillsdale New Buffalo Oxford Romeo Sandusky Fremont	Auburn Baldwin Beulah Boyne City Caledonia Coloma Croswell Crystal Falls Dutton East Jordan Elk Rapids Evart Fowlerville Galien Gladwin Grant Harbor Springs Iron River Lexington Lowell Marine Middleville	Newberry New Haven Oscoda Pinckney Portland Scottville Stephenson Unionville Watervliet Clare East Tawas Ishpeming Negaunee Reed City St. Ignace West Branch Bad Axe Belding Big Rapids Calumet Zeeland

(2) Clerical Wage Progression Guides
Basic Rates For a 5 Day Week *

Wage Group Classifications	Class u 1	2	3	4	5	6	7	8	Class v 1	2	3	4	5	6	7	8
Amount of Increases and Consideration Intervals: Starting Rates	$31	$33	$33	$33	$33	$33	$33	$33	$29	$31	$31	$31	$31	$31	$31	$31
$1 at 1 Month Intervals to						35	35	35						33	33	33
1 at 2 Months " "		39	39	39	39	40	40	40		34	34	37	37	38	38	38
1 at 3 " " "	33						42	48	31	36	36				42	46
1 at 6 " " "	36	41	41	45	47	48	48	51	34	38	40	43	45	46	48	49
1 at 12 " " "		42	45	48	49					40	44	46	47			
2 at 12 " " "					51	54	56	59					49	52	54	57
	Detroit								Wayne Ypsilanti Pontiac Plymouth Royal Oak Wyandotte Trenton Centerline Roseville Birmingham Northville Farmington Ann Arbor							

*Wage progression for groups 9, 10, and 11 will be the same as for group 8 and will be on a merit basis beyond the group 8 maximum to the maximum for the job.

Wage Group Classifications	Class w 1	2	3	4	5	6	7	8	Class x 5	6	7	8	Class y 5	6	7	8
Amount of Increases and Consideration Intervals: Starting Rates	$29	$29	$29	$29	$29	$29	$29	$29	$27	$27	$27	$27	$25	$25	$25	$25
$1 at 1 Month Intervals to						31	31	31								
1 at 2 Months " "		35	35	35	35	36	36	36	30	30	30	33	28	28	28	28
1 at 3 " " "	31						40	46	32	32	34	35	30	30	30	32
1 at 6 " " "	34	37	37	41	43	44	44	47	42	44	45	46	38	40	44	45
1 at 12 " " "		39	42	44	45				44	45			41	42		
2 at 12 " " "					47	50	52	55		47	49	52		44	46	49
	Kalamazoo Flint Battle Creek Monroe Grand Rapids Lapeer Bay City Saginaw Lansing Jackson Midland Mt. Clemens Port Huron								Howell Benton Harbor Albion Niles Petoskey Traverse City Algonac St. Clair Buchanan Big Beaver Flat Rock Milan Romulus Walled Lake Charlotte Marshall				Ionia Charlevoix S.S. Marie Ironwood Manistee Marquette Grand Haven Holland Cadillac Iron Mountain Escanaba Houghton Menominee Cheboygan Greenville Hastings Hillsdale New Buffalo Oxford Romeo Sandusky Fremont			

COMPANY: Western Electric Co., Inc., Installation Div.
UNION: Communications Equipment Workers (TWOC)--CIO
LOCATION: Interstate
SIZE OF COMMUNITY: --
EFFECTIVE DATE: May 1947
WAGE REOPENING: May 1948

WAGE SCHEDULES

	A	B
Start	$ .88	$ .82
3 Months	.95	.88
7 Months	1.02	.94
12 Months	1.08	1.00
1½ Years	1.14	1.05
2 Years	1.20	1.10
2½ Years	1.26	1.15
3 Years	1.32	1.20
3½ Years	1.38	1.25
4 Years	1.43	1.30
5 Years	1.48	1.36
6 Years	1.54	1.42

APPLICATION OF WAGE SCHEDULES

Installation Area	*Wage Schedule*	*Installation Area*	*Wage Schedule*
New York	A	St. Louis	B
Newark	A	Omaha	B
Detroit	A	Dallas	B
Philadelphia	A	Denver	B
Washington	A	Atlanta	B
Albany	A		
Chicago	A		
Cleveland	A		
Los Angeles	A		
San Francisco	A		

3. *Merit Consideration Beyond Scheduled Wage Progression*

3.1 Employees, whose Service Periods now or hereafter equal or exceed six (6) years, shall be considered for merit increases in their rates of pay on the anniversary of their Service Period. Any such increase shall be granted solely at the discretion of the Company.

3.2 It is understood that the Company may, at its discretion, grant merit increases at a time other than the anniversary dates of employees.

3.3 Increases shall not extend an employee's hourly rates beyond $2.00 in Installation Areas in which Wage Schedule "A" applies and $1.83 in Installation Areas in which Wage Schedule "B" applies.

3.4 Complaints involving merit wage treatment shall be subject to the grievance procedure but shall not be subject to arbitration.

COMPANY: Confidential (Commercial Dept.)
UNION: Independent Employees Union
LOCATION: Great Lakes
SIZE OF COMMUNITY: 25-100,000
EFFECTIVE DATE: July 1947
WAGE REOPENING: None specified; agm expires Aug. 1948

COMMERCIAL EMPLOYEES

1. The rates of pay for all Commercial Employees covered by this Agreement shall be in accordance with the following schedules:

STRAIGHT TIME HOURLY RATES

Interval	Rates Group 1	Rates Group II
1 to 3 months	.60	.60
4 to 6 months	.64	.63
7 to 12 months	.68	.66
13 to 18 months	.72	.69
19 to 24 months	.76	.73

25 to 36 months	.80	.76
37 to 48 months	.84	.80
49 months and thereafter	.87	.84

2. Group and Title Classifications:

GROUP I

Cashier
Revenue Accounting Clerk
Contract Clerk
Collection Clerk
Toll Billing Clerk

GROUP II

Billing Clerk
Assistant Cashier

COMPANY Confidential (Plant Dept.)

UNION Independent Employees Union

LOCATION: Great Lakes

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

PLANT EMPLOYEES

Section 1

The rates of pay for all Plant Employees covered by this Agreement shall be in accordance with the following schedules:

STRAIGHT TIME HOURLY RATES

Interval	Cableman's Helper Groundman	Storekeeper	Apprentice: Lineman Draftsman Combination	Apprentice: Switchman Cableman Testman	Plant Clerk Months	Plant Clerk Rate
1 to 6 months	.78	.80	.80	.80	1 to 3	.64
7 to 12 months	.83	.84	.85	.85	4 to 6	.66
13 to 18 months	.88*	.89	.90	.90	7 to 12	.69
19 to 24 months		.94	.94	.95	13 to 18	.72
25 to 30 months		.99	.98	1.00	19 to 24	.75
31 to 36 months			1.02	1.06	25 to 36	.78

37 to 42 months		1.06	1.12	37 to 48	.81
43 to 48 months		1.10	1.18	49	.84
Journeyman Storekeeper	1.03				
Journeyman Draftsman		1.18			
Journeyman Lineman		1.19			
#Construction Foreman		1.26			
Journeyman Testman			1.25		
Journeyman Switchman			1.30		
Journeyman Cableman			1.30		
Journeyman Combination Man		1.21			

*Top Rate

#Working Foreman

Section 2

Apprentices who have served their four (4) year apprenticeship and who are not promoted to journeymen shall receive a $0.03 per hour increase in their wage rate until such time as there is a vacancy.

Section 3

Cableman Helpers and Groundmen who have served to the top of their progression scale and who are not promoted to an apprentice scale shall receive a $0.03 per hour increase in their wage rate.

COMPANY: Confidential (Traffic Dept.)
UNION: Independent Employees Union
LOCATION: Great Lakes

SIZE OF COMMUNITY: 25-100,000
EFFECTIVE DATE: July 1947
WAGE REOPENING: None specified; agmt. expires Aug. 1948

1. The rates of pay for all Traffic Employees covered by this agreement shall be in accordance with the following schedules:

STRAIGHT TIME HOURLY RATES

Interval	Operators	* Supervisors and Schedule Clerks
1 to 3 months	.60	.66
4 to 6 months	.62	.68
7 to 12 months	.65	.71
13 to 18 months	.68	.74
19 to 24 months	.71	.77
25 to 36 months	.74	.80
37 to 48 months	.77	.83
49 months and thereafter	.80	.86

*Working supervisors

COMPANY: Confidential

UNION: Independent Employees Union

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: --

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: See list of night differential payments in wage schedules below

Traffic Operators and Central Office Clerks
WAGE SCHEDULES SHOWING BASIC WEEKLY WAGES AND WAGE INCREASES TO MAXIMUM WAGE RATES
(Effective June 1, 1947)

Wage Schedule / Service Months	Schedule A	Schedule B	Schedule C	Schedule D	Schedule E	Schedule F
0	$31.00	$29.00	$29.00	$28.00	$27.00	$27.00
3	32.00	30.00	30.00	29.00	28.00	28.00
6	33.00	31.00	31.00	30.00	29.00	
9	34.00	32.00	32.00			29.00
12	35.00	33.00		31.00	30.00	
15	36.00		33.00			30.00
18		34.00		32.00	31.00	
21	37.00					
24		35.00	34.00			
27	38.00			33.00	32.00	31.00
33	39.00	36.00	35.00			
36				34.00		
39	40.00				33.00	32.00
42		37.00	36.00			
48	41.00			35.00		
51		38.00	37.00			
54					34.00	33.00
60	42.00	39.00				
63			38.00	36.00		
72	43.00	40.00			35.00	34.00
78			39.00	37.00		
84	44.00	41.00				
96	45.00	42.00	40.00	38.00	36.00	35.00

DINING SERVICE MATRONS

Wage Schedule Service Months	Basic Weekly Wage
0	$29.00
3	30.00
6	31.00
12	32.00
18	33.00
24	34.00
36	35.00
48	36.00
60	37.00
72	38.00
84	39.00
96	40.00

Traffic Central Office Employees

1. Wage Rates for Supervisors, Service Observers, Senior Central Office Clerks and Dial Service Instructors

(a) Maximum wage rates for the above positions shall be $6.00 per week in Schedule "A", "B", and "C" offices and $5.00 per week in Schedule "D", "E", and "F" offices above the maximum wage rates specified in the attached schedules for Traffic operators located in the same office.

(b) Employees shall receive an increase of $3.00 per week on appointment to the above positions, and further increases of $1.00 per week at intervals of three months of "wage schedule service" in the above positions until their weekly wage exceeds by $6.00 in Schedule "A", "B", and "C" offices and by $5.00 in Schedule "D", "E", and "F" offices the weekly wage specified in the attached schedules for operators in the same office with corresponding periods of "wage schedule service." In the administration of the preceding sentence, employees who have accumulated prior "wage schedule service" in the above positions shall, upon appointment to the above positions receive credit for such "wage schedule service." In addition to the above increases, such employees shall continue to receive the same wage increases which operators in the same office, with corresponding periods of "wage schedule service," receive under their wage schedules, until the maximum wage rates specified in the preceding paragraph are reached.

2. Wage Rates for Central Office Instructors

Wage rates for central office instructors shall be $1.00 per week above the amount they would have received as supervisors, service observers, senior central office clerks or dial service instructors.

Traffic Central Office Employees

Evening and Night Differential Payments

(1) The following evening and night differentials will be paid to employees in Schedule "A" offices:

Tours Ending	Daily Differential Payments
After 7:00 P. M. and up to 8:30 P. M.	$ .40
After 8:30 P. M. and up to 10:00 P. M.	.80
After 10:00 P. M. and up to 11:00 P. M.	.50
*After 11:00 P. M., excluding all night tours	.60
All night tours	1.00

* These rates apply to 6—hour tours.

(2) The following evening and night differentials will be paid to employees in Schedule "B", "C", "D", "E", and "F" offices:

Tours Ending	Daily Differential Payments
After 7:00 P. M. and up to 8:30 P. M.	$ .30
After 8:30 P. M. and up to 10:00 P. M.	.40
After 10:00 P. M. and up to 11:00 P. M.	.50
After 11:00 P. M. and all night tours	.60

TRAFFIC DEPT.—CLERICAL EMPLOYES

GROUP I Messenger			GROUP II Clerk-Reproduction Clerk-Mail Typist			GROUP III Senior Mail Clerk Clerk-Dining Service Clerk-Line Assignment Clerk-Peg Count Clerk-Records Summariser			GROUP IV Clerk-Technical Clerk-Force Adjust. Clerk-P. B. X. Stenographer		
Basic Wkly. Rate	Wage Inc. Per Week	Increase* Interval-Months	Basic Wkly. Rate	Wage Inc. Per Week	Increase* Interval-Months	Basic Wkly. Rate	Wage Inc. Per Week	Increase* Interval-Months	Basic Wkly. Rate	Wage Inc. Per Week	Increase* Interval-Months
$30.00	$1.00	3	$30.00	$1.00	3	$31.00	$1.00	3	$31.00	$1.00	3
31.00	1.00	6	31.00	1.00	3	32.00	1.00	6	32.00	1.00	3
32.00	1.00	12	32.00	1.00	6	33.00	1.00	6	33.00	1.00	3
33.00 Max.			33.00	1.00	6	34.00	1.00	6	34.00	1.00	3
			34.00	1.00	6	35.00	1.00	6	35.00	1.00	6
			35.00	1.00	6	36.00	2.00	6	36.00	1.00	6
			36.00	1.00	6	37.00	2.00	6	37.00	1.00	6
			37.00	1.00	6	38.00	2.00	6	38.00	1.00	6
			38.00	1.00	6	39.00	2.00	6	39.00	2.00	6
			39.00	1.00	12	40.00	2.00	12	40.00	2.00	6
			40.00	1.00	12	41.00	2.00	12	41.00	2.00	6
			41.00	1.00	12	42.00	2.00	15	42.00	2.00	6
			42.00	1.00	12	43.00	2.00	15	43.00	2.00	12
			43.00 Max.			44.00	2.00	15	44.00	2.00	12
						45.00	2.00	15	45.00	2.00	12
						46.00	2.00	15	46.00	2.00	12
						47.00	1.00	7½	47.00	2.00	12
						48.00 Max.			48.00	2.00	12
									49.00	2.00	12
									50.00	1.00	6
									51.00 Max.		

Agency Office Operators

WAGE SCHEDULES SHOWING INCREASE INTERVALS AND WAGE INCREASES TO MAXIMUM BASIC WAGE RATES
(Effective June 1, 1947)

Basic Weekly Wage*	Wage Increase Per Week	Increase Interval Months†
$25.00	$1.00	6
26.00	1.00	6
27.00	1.00	12
28.00	1.00	12
29.00	1.00	12
30.00	1.00	24
31.00	1.00	24
32.00 Maximum		

*Based on 40 hours of work per week. Where an agency office operator works less than 40 hours in a week she will be paid on a pro rata basis for that week.

†The term "increase interval" represents the normal interval in months between wage increases. In the event of absence continuing for more than one month, one month for each whole month of such continuous absence, including the first month, shall be added to the increase interval.

This Exhibit applies to the following agency offices:

COMPANY: New York Telephone Co.

UNION: United Telephone Organization-Ind.

LOCATION: New York

SIZE OF COMMUNITY: --

EFFECTIVE DATE: May 1947

WAGE REOPENING: At any time

Shift Bonus: $3 per wk. if pay is up to $34.99, $4 if pay is $35 to $44.99, $5 for $45 to $54.99, $6 for $55 to $64.99, $7 for $65 to $74.99, $8 for $75 and over; field employees (those other than clerical employees) on night tour work 7½ hrs.

TOP BASIC WEEKLY RATES OF PAY AND WAGE PROGRESSION

WAGE ZONE A — MANHATTAN, BRONX, BROOKLYN, QUEENS AND RICHMOND BOROUGHS, NASSAU COUNTY and the lower portion of the WESTCHESTER DIVISION.

	Occupational Title	Top Basic Weekly Rate	Wage Progression Table Number
Central Office	Apparatus Cleaner	$55	2
	Cord Repairer	46	3
	Floater Batteryman	74	1
	Frameman	74	1
	Frameman-Senior	77	1*
	Insideman	84	1
	Powerman	81	1
	Repeaterman	84	1
	Switchman	84	1
Installation and Repair	Deskman	84	1
	Field Dispatcher	85	1*
	Installer	81	1
	Installer-Dispatcher	81	1
	Repairman	81	1
†*Construction*	Cable Placer	70	1
	Cable Splicer	84	1
	Cable Splicer's Helper	62	1
	Cable Tester	84	1
	Cable Tester's Helper	62	1
	Cable Tester's Scout	77	1
	Conduitman	51	2
	Lineman	77	1
	Subforeman-Subway	56	2*
	Wireman	77	1

*Apply this schedule after deducting the amount of the employee's promotional increases from his basic rate of pay.

†Includes chauffeurs, as listed under "Buildings and Supplies," when engaged in subway work.

	Occupational Title	Top Basic Weekly Rate	Wage Progression Table Number
Buildings and Supplies	Building Maintenance Mechanic	70	1
	Building Serviceman	46	3
	Chauffeur—Truck with Winch	69	1
	Chauffeur—Truck without Winch (1 Ton and over)	66	1
	Chauffeur—Truck without Winch (Under 1 Ton)	64	1
	Cleaner (40 Hours)	38	3
	Cleaner (35 Hours)	36	3**
	Elevator Operator	45	3
	Elevator Repairman	73	1
	Elevator Starter	49	3*
	Fireman	55	2
	Garageman	52	2
	Garage Mechanic	70	1
	Helper	52	2
	Janitor	51	2
	Storeman	63	1
	Subforeman—Building	55	2
	Subforeman—Building Maintenance	74	1*
	Subforeman—Garage	74	1*
	Window Cleaner	55	2

*Apply this schedule after deducting the amount of the employee's promotional increases from his basic rate of pay.

**Apply this schedule after adding $2 to the employee's basic rate of pay.

	Occupational Title	Top Basic Weekly Rate	Wage Progression Table Number
Clerical	Back Tap Clerk	73	4
	Construction Clerk	68	6
	Dialing Clerk	47	8
	Draftsman	69	5
	Instructions Clerk	68	6
	Messenger	35	9
	Plant Assignor	53	7
	Record Clerk	53	7
	Repair Service Attendant	53	7
	Service Clerk	53	7
	Service Order Typist	53	7
	Staff Clerk	53	7
	Stenographer	53	7
	Supplies Coordinator	68	6
	Trunk Assignor	73	4
	Typist	47	8
WAGE ZONE B—SUFFOLK COUNTY and the upper portion of the WESTCHESTER DIVISION			
Central Office	Apparatus Cleaner	54	11
	Insideman	81	10
	Repeaterman	81	10
Installation and Repair	Deskman	81	10
	Field Dispatcher	82	10*
	Installer	78	10
	Repairman	78	10
†*Construction*	Cable Placer	67	10
	Cable Splicer	81	10
	Cable Splicer's Helper	61	10
	Cable Tester	81	10
	Cable Tester's Helper	61	10
	Cable Tester's Scout	74	10
	Lineman	74	10
	Wireman	74	10

*Apply this schedule after deducting the amount of the employee's promotional increases from his basic rate of pay.

†Includes chauffeurs, as listed under "Buildings and Supplies," when engaged in subway work.

	Occupational Title	Top Basic Weekly Rate	Wage Progression Table Number
Buildings and Supplies	Building Serviceman	45	12
	Chauffeur—Truck with Winch	66	10
	Chauffeur—Truck without Winch (1 Ton and Over)	63	10
	Chauffeur—Truck without Winch (Under 1 Ton)	61	10
	Cleaner (40 Hours)	37	12
	Cleaner (35 Hours)	35	12**
	Garageman	51	11
	Janitor	50	11
	Subforeman—Building	54	11
Clerical	Construction Clerk	65	13
	Plant Assignor	52	14
	Repair Service Attendant	52	14
	Service Clerk	52	14
	Stenographer	52	14
WAGE ZONE C—PUTNAM AND ORANGE COUNTY portion of the WESTCHESTER DIVISION			
Central Office	Insideman	78	15
Installation and Repair	Deskman	78	15
	Installer	75	15
	Repairman	75	15
Construction	Lineman	71	15
Clerical	Plant Assignor	51	16
	Repair Service Attendant	51	16
	Service Clerk	51	16

*Apply this schedule after deducting the amount of the employee's promotional increases from his basic rate of pay.

**Apply this schedule after adding $2 to the employee's basic rate of pay.

WAGE PROGRESSION TABLES—ZONE "A"

1*			2**			3**		
†Rate	Int.	Amt.	†Rate	Int.	Amt.	†Rate	Int.	Amt.
$84	–	–	$55	Top	·	$47	Top	·
81	6	3	53	6	2	45	6	2
78	6	3	51	6	2	43	6	2
75	6	3	49	6	2	41	6	2
72	6	3	47	6	2	39	6	2
69	6	3	45	6	2	37	6	2
66	6	3	43	6	2	36	3	1
63	6	3	41	6	2	35	3	1
60	6	3	39	3	2	34	3	1
57	6	3	37	3	2	33	3	1
54	6	3	35	3	2			
51	6	3	33	3	2			
48	6	3						
45	6	3						
42	6	3						
39	4	3						
36	4	3						
33	4	3						

* Progression under this table ceases with attainment of the applicable top rate. When the top rate does not correspond with a rate shown, normal progression to the top rate from the next lower step shown is at the end of an interval of 4 months if the current rate is $2 below the top; 2 months if $1 below the top.

** Progression under this table ceases with attainment of the applicable top rate. When the top rate does not correspond with a rate shown, normal progression to the top rate from the next lower step shown is at the end of an interval of 3 months.

† Rate—Basic weekly rate of pay.

Int.—Normal interval in months (subject to the formula for determining date of end of interval) to next normal increase.

Amt.—Normal amount of next increase.

4			5			6		
†Rate	Int.	Amt.	†Rate	Int.	Amt.	†Rate	Int.	Amt.
$73	Top	–	$69	Top	–	$68	Top	
71	6	2	67	6	2	66	6	2
69	6	2	65	6	2	64	6	2
67	6	2	63	6	2	62	6	2
65	6	2	61	6	2	60	6	2
63	6	2	59	6	2	58	6	2
61	6	2	57	6	2	56	6	2
59	6	2	55	6	2	54	6	2
57	6	2	53	6	2	52	6	2
55	4	2	51	6	2	50	6	2
53	4	2	49	6	2	48	6	2
51	4	2	47	6	2	46	6	2
49	4	2	45	6	2	44	6	2
47	4	2	43	4	2	42	6	2
45	4	2	41	4	2	40	4	2
43	4	2	39	4	2	38	4	2
41	4	2	37	4	2	36	4	2
39	4	2	35	4	2	34	4	2
37	4	2	33	4	2	33	2	1
35	4	2						
33	4	2						

† Rate—Basic weekly rate of pay.

Int.—Normal interval in months (subject to the formula for determining date of end of interval) to next normal increase.

Amt.—Normal amount of next increase.

7			8			9		
†Rate	Int.	Amt.	†Rate	Int.	Amt.	†Rate	Int.	Amt.
$53	Top	-	$47	Top	-	$35	Top	
52	6	1	46	9	1	34	3	1
51	6	1	45	9	1	33	3	1
50	6	1	44	9	1	32	2	1
49	6	1	43	9	1	31	2	1
48	6	1	42	6	1	30	2	1
47	6	1	41	6	1			
46	6	1	40	6	1			
45	6	1	39	6	1			
44	6	1	38	6	1			
43	6	1	37	6	1			
42	6	1	36	6	1			
41	6	1	35	6	1			
40	6	1	34	6	1			
39	3	1	33	3	1			
38	3	1	32	3	1			
37	3	1						
36	3	1						
35	2	1						
34	2	1						
33	2	1						

† Rate—Basic weekly rate of pay.
Int.—Normal interval in months (subject to the formula for determining date of end of interval) to next normal increase.
Amt.—Normal amount of next increase.

10*			11**			12**		
†Rate	Int.	Amt.	†Rate	Int.	Amt.	†Rate	Int.	Amt.
$81	–	–	$54	Top	–	$46	Top	–
78	6	3	52	6	2	44	6	2
75	6	3	50	6	2	42	6	2
72	6	3	48	6	2	40	6	2
69	6	3	46	6	2	38	6	2
66	6	3	44	6	2	36	6	2
63	6	3	42	6	2	35	3	1
60	6	3	40	6	2	34	3	1
57	6	3	38	3	2	33	3	1
54	6	3	36	3	2	32	3	1
51	6	3	34	3	2			
48	6	3	32	3	2			
45	6	3						
42	6	3						
39	6	3						
36	6	3						
34	3	2						
32	3	2						

* Progression under this table ceases with attainment of the applicable top rate. When the top rate does not correspond with a rate shown, normal progression to the top rate from the next lower step shown is at the end of an interval of 4 months if the current rate is $2 below the top; 2 months if $1 below the top.

** Progression under this table ceases with attainment of the applicable top rate. When the top rate does not correspond with a rate shown, normal progression to the top rate from the next lower step shown is at the end of an interval of 3 months.

† Rate—Basic weekly rate of pay.
Int.—Normal interval in months (subject to the formula for determining date of end of interval) to next normal increase.
Amt.—Normal amount of next increase.

13			14		
†Rate	Int.	Amt.	†Rate	Int.	Amt.
$65	Top	–	$52	Top	–
63	6	2	51	6	1
61	6	2	50	6	1
59	6	2	49	6	1
57	6	2	48	6	1
55	6	2	47	6	1
53	6	2	46	6	1
51	6	2	45	6	1
49	6	2	44	6	1
47	6	2	43	6	1
45	6	2	42	6	1
43	6	2	41	6	1
41	6	2	40	6	1
39	6	2	39	6	1
37	6	2	38	3	1
35	6	2	37	3	1
33	4	2	36	3	1
32	2	1	35	3	1
			34	2	1
			33	2	1
			32	2	1

† Rate—Basic weekly rate of pay.
Int.—Normal interval in months (subject to the formula for determining date of end of interval) to next normal increase.
Amt.—Normal amount of next increase.

15*			16		
†Rate	Int.	Amt.	†Rate	Int.	Amt.
$78	–	–	$51	Top	–
75	6	3	50	6	1
72	6	3	49	6	1
69	6	3	48	6	1
66	6	3	47	6	1
63	6	3	46	6	1
60	6	3	45	6	1
57	6	3	44	6	1
54	6	3	43	6	1
51	6	3	42	6	1
48	6	3	41	6	1
45	6	3	40	6	1
42	6	3	39	6	1
39	6	3	38	6	1
36	6	3	37	3	1
33	6	3	36	3	1
31	6	2	35	3	1
			34	3	1
			33	2	1
			32	2	1
			31	2	1

* Progression under this table ceases with attainment of the applicable top rate. When the top rate does not correspond with a rate shown, normal progression to the top rate from the next lower step shown is at the end of an interval of 4 months if the current rate is $2 below the top, 2 months if $1 below the top.

† Rate—Basic weekly rate of pay.
Int.—Normal interval in months (subject to the formula for determining date of end of interval) to next normal increase.
Amt.—Normal amount of next increase.

COMPANY: Confidential

UNION: Communications Association CIO

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: October 1947

Shift Bonus: 10%, when major portion of work falls between 6 p.m. and 6 a.m.

Note: In the following rate schedules, jobs designated as (I) are paid for at the job rate after 4 months service, those listed as (II) are paid for at the job rate after 6 months, and those listed as (III), after 8 months.

TRAFFIC DEPARTMENT

RATE RANGES AS OF APRIL 1, 1947.

Title	Minimum	Job Rate	Maximum
Route Aides (I)	.7250	.7435	.7750
Telephone Operators (II)	.85	.9425	1.10
Teleprinter Operators (II)	.8750	.9675	1.1250
Automatic Operators (II)	.90	.9925	1.15
Morse Operators (III)	1.0950	1.1986	1.3750
Morse-Automatic Operators (III)	1.0950	1.1986	1.3750
D&A Clerks (II)	.85	.9425	1.10
Route Clerks - City (II)	.8750	.9675	1.1250
Route Clerks - General or Trunk (II)	.85	.9425	1.10
Asst. Auto. Chief, Asst. Tpr. Chief, Asst. Rptr. Chief, Asst. Wire Chief (III)	1.3250	1.5250	1.7250
Student	.7250	.7750 (after two months)	
T&R Aide (I)	.8250	.8750	.9250
Baker (III)	.9750	1.0750	1.1750
Assistant Baker (II)	.8750	.9250	.9750
Baker's Helper (II)	.8250	.8750	.9250
Cook (Head) (III)	.9750	1.1250	1.2750
Cook (III)	.9750	1.0750	1.1750
Assistant Cook (II)	.8750	.9250	.9750
Cook's Helper (II)	.8250	.8750	.9250
Cashier (II)	.8750	.9120	.9750
Clerk (Restaurant) (II)	.8750	.9120	.9750
Storekeeper (II)	.9250	.9750	1.0250
Assistant Supervisor (II)	.9250	.9750	1.0250
Restaurant Worker (I)	.7750	.80	.8250
Server 1 (I)	.80	.8375	.8750
Server 2 (II)	.8750	.90	.9250
Waitress (II)	.90	.9250	.95
Janitor (I)	.8750	.9250	.9750
Senior Operator (TPR) (II)	1.1550	1.1920	1.2550
Service Supervisor (III)	1.2450	1.2894	1.3650
D&A Supervisor (III)	1.2450	1.2894	1.3650
Route Supervisor (III)	1.2450	1.2894	1.3650
Tube & Rtg Aide Supervisor (II)	1.0750	1.1194	1.1950
Monitor (II)	1.1650	1.2094	1.2850

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Title	Minimum	Job Rate	Maximum
Instructor (III)	1.2450	1.2894	1.3650
Telephone Supervisor (III)	1.1950	1.2394	1.3150
Teleprinter Supervisor (III)	1.2075	1.2658	1.3650
Automatic Supervisor (III)	1.2450	1.2894	1.3650
Manager-Supervisor (III)	1.3450	1.4079	1.5150
Morse Supervisor (III)	1.3450	1.4079	1.5150
T&R Student (II)	1.2250	1.2750	1.3250
Office Inspector (I)	.8250	.90	.9750
Clerical Supervisor (III)	1.3450	1.4079	1.5150
Matron (II)	.90	.9925	1.15
CND Supervisor (III)	1.4250	1.4879	1.5950
Equipment Maintainer 1 (II)	1.1250	1.2250	1.3250
Equipment Maintainer 2 (III)	1.2750	1.4250	1.5750
CND automatic Operator (II)	1.01	1.1025	1.26
International Transfer Clk. (II)	.9250	1.0175	1.1750
Senior Intnl. Transfer Clk. (II)	1.0250	1.1360	1.3250
Automatic Supervisor CND (III)	1.3550	1.3994	1.4750
Automatic Equipment Mtr. (II)	1.0250	1.1250	1.2250
Tube Clerk (I)	.7750	.8046	.8550
Gumming Clerk (I)	.7250	.7435	.7750
Time & Stat. Clerk (A) (I)	.7550	.8105	.9050
" " " " (B) (II)	.88	.9725	1.13
" " " " (C) (II)	1.0050	1.1160	1.3050
" " " " (D) (III)	1.1550	1.2475	1.4050
Senior Telephone Operator (II)	1.1250	1.1657	1.2350
Senior Morse Operator (III)	1.2750	1.3250	1.4101
Clerk A (I)	.7750	.8305	.9250
Clerk B (II)	.90	.9925	1.15
Clerk C (II)	1.0250	1.1360	1.3250
Clerk D (III)	1.1950	1.2875	1.4450
Clerk E (III)	1.2550	1.3475	1.5050
Telephone Delivery Clerk (I)	.75	.7685	.80
Directory Clerk (I)	.75	.7685	.80
File Clerk Jr. (I)	.7250	.7805	.8750
File Clerk Sr. (I)	.8250	.8990	1.0250
Service Clerk Jr. (II)	.90	.9555	1.05
Service Clerk Sr. (II)	1.0750	1.1120	1.1750
CND Clerks 1 (II)	.8250	.8990	1.0250
CND Clerks 2 (II)	.85	.9425	1.10
Test Operator (Divn. Ofc.) (III)	228.70	248.70	283.70
Clerk General 1 (I)	136.64	147.74	166.64
Clerk General 2 (I)	156.64	164.04	176.64
Clerk General 3 (II)	176.64	187.74	206.64
Automatic Equipment & Facility Clerk (III)	256.64	271.44	296.64
Head File Clerk (III)	191.64	200.88	216.64
Steno. General (II)	166.64	174.04	186.64
Steno. Senior (III)	206.64	214.04	226.64

PLANT AND ENGINEERING DEPARTMENT

RATE RANGES AS OF APRIL 1, 1947.

Title	Minimum	Job Rate	Maximum
Equipment Force			
Construction			
Carpenter (III)	1.2250	1.35	1.4750
Equipmentman, Const. (III)	1.2750	1.4250	1.5750
Helper (All Entering Categories) (I)	.8250	.9250	1.0250
Installer (III)	1.2250	1.2750	1.3250
Painter (III)	1.2250	1.35	1.4750
Shopman, Const. (II)	1.0750	1.1250	1.1750
Central Office Maintenance			
Electrician (III)	1.2250	1.3250	1.4250
Equipmentman, Mtnce. (III)	1.2750	1.4250	1.5750
Equipmentman, Mtnce. Apprentice (II)	1.1250	1.2250	1.3250
Foreman, Asst. Equip. Maintenance (III)	1.4250	1.5250	1.6250
Helper (All Entering Categories) (I)	.8250	.9250	1.0250
Shopman, Maintenance Grade 1 (II)	1.0750	1.1750	1.2750
Shopman, Maintenance Grade 2 (III)	1.2450	1.3450	1.4450
Building Service			
Coal Passer (I)	1.0250	1.0750	1.1250
Electrician (III)	1.2250	1.3250	1.4250
Elevator Dispatcher (I)	1.0450	1.0650	1.0850
Elevator Operator (I)	.9750	.9950	1.0150
Elevator Operator Freight (I)	.9750	.9950	1.0150
Elevator Starter Assistant (III)	1.0750	1.1250	1.1750
Engineer, Stationary (III)	1.3250	1.4750	1.6250
Fireman (II)	1.0750	1.1750	1.2750
Foreman, Shop Plumber (III)	1.3750	1.5250	1.6750
Forewoman (II)	.9750	1.0250	1.0750
Helper (All Entering Categories) (I)	.8250	.9250	1.0250
Janitor (I)	.8750	.9250	.9750
Janitress (I)	.8150	.8650	.9150
Marble Cleaner (II)	1.1250	1.2250	1.3250
Matron (I)	.8150	.8650	.9150
Mechanic, Bldg. (III)	1.2250	1.3250	1.4250
Mechanic, Building Apprentice (II)	1.0250	1.1250	1.2250
Mechanic, Elevator (III)	1.2250	1.3750	1.5250
Mechanic, Elevator Apprentice (II)	1.0250	1.1250	1.2250
Plumber (III)	1.2250	1.3250	1.4250
Plumber Apprentice (II)	1.0250	1.1250	1.2250
Watchman, Bldg. (I)	.9250	.9750	1.0250
Watchman, Special Officer (II)	1.0250	1.0750	1.1250
Window Washer (II)	1.0750	1.15	1.2250

Title	Minimum	Job Rate	Maximum
Line Force			
Watchman (Cable Dock) (I)	.8750	.9250	.9750
Maintenance Force			
City Lineman (III)	1.2250	1.3750	1.5250
Helper (All Entering Categories) (I)	.8250	.9250	1.0250
Inspector, Mtnce. (III)	1.5950	1.6450	1.6950
Maintainer, Printer (III)	1.2750	1.4250	1.5750
Mechanic, Automotive (III)	1.2250	1.3750	1.5250
Mechanic, Automotive Apprentice (II)	1.0250	1.1250	1.2250
Sec. Equipmentman (III)	1.3250	1.4750	1.6250
Sec. Lineman (III)	1.1850	1.3350	1.4850
Metropolitan Force			
Cableman (III)	1.2950	1.4450	1.5950
Cableman, Apprentice (II)	1.0950	1.1950	1.2950
City Lineman (III)	1.2250	1.3750	1.5250
Dispatcher (III)	1.3250	1.4750	1.6250
Equipmentman, City (III)	1.2250	1.3750	1.5250
Foreman, Asst. City (III)	1.4950	1.5950	1.6950
Foreman, Asst. Shop (III)	1.4250	1.5250	1.6250
Helper (All Entering Categories) (I)	.8250	.9250	1.0250
Machinist, Printer (III)	1.4250	1.5250	1.6250
Maintainer, Printer (III)	1.2750	1.4250	1.5750
Maintainer, Tube (III)	1.2250	1.3750	1.5250
Storeman (II)	1.1750	1.2250	1.2750
Testboard Man (III)	1.2250	1.3750	1.5250
Transmitter Attendant (III)	1.3250	1.5250	1.7250
Utility Man (II)	.9750	1.0250	1.0750
Clerical Force			
Clerical Group 1 (I)	116.64	124.04	136.64
2 (I)	126.64	130.34	136.64
3 (II)	145.64	154.88	170.64
4 (II)	161.64	170.88	186.64
5 (III)	181.64	189.04	201.64
6 (III)	201.64	207.18	216.64
7 (III)	221.64	229.04	241.64
8 (III)	236.64	244.04	256.64
9 (III)	251.64	259.04	271.64
10 (III)	266.64	274.04	286.64
11 (III)	281.64	289.04	301.64
12 (III)	296.64	304.04	316.64
19 (III)	1.0050	1.0420	1.1050
20 (III)	1.1950	1.2320	1.2950
21 (III)	1.3050	1.3420	1.4050
22 (III)	1.4450	1.4820	1.5450

Title	Minimum	Job Rate	Maximum
Inspector, Maintenance (III)	296.64	306.64	316.64
Inspector, City (III)	296.64	306.64	316.64
Inspector, Special (III)	296.64	306.64	316.64
Inspector, Circuit Layout (III)	286.64	294.04	306.64
Inspector, Valuation (III)	321.64	329.04	341.64
Chief Clerk's Force			
Stenographer I (II)	166.64	174.04	186.64
Stenographer II (III)	186.64	194.04	206.64
Stenographer IIA (III)	206.64	214.04	226.64
Stenographer III (III)	226.64	234.04	246.64
Typist I (I)	146.64	154.04	166.64
Typist II (II)	161.64	169.04	181.64
Comptometer Operator (II)	181.64	189.04	201.64

NEW YORK REPAIR SHOP

RATE RANGES AS OF APRIL 1, 1947.

Title	Minimum	Job Rate	Maximum
Instrument Maker (III)	1.4250	1.5250	1.6250
Machinist (III)	1.2150	1.3050	1.3950
Wireman (II)	1.1350	1.2150	1.2950
Shopman (II)	.9750	1.0450	1.1150
Apprentice (I)	Rates Hourly		
	Minimum	Job Rate	Maximum
	2 Yr. Learner Classification		
	.8250	1st 6 mos .8250	.9750
		2nd 6 mos .8650	
		3rd 6 mos .9050	
		4th 6 mos .9450	
	Then, promotion to Shopman with a starting rate of .9750 per hour.		
Mechanic (II)	1.1750	1.2650	1.3550
Toolmaker (III)	1.5750	1.6750	1.7750
Sub-Foreman (III)	1.5950	1.6950	1.7950
Asst. Ch. Inspector (III)	1.5950	1.6950	1.7950
Wireman (II)	1.0250	1.0750	1.1250
Assemblyman (I)	.9250	.9750	1.0250
Jr. Assemblyman (I)	.8250	.8750	.9250
Inspector (III)	1.2150	1.3050	1.3950
Helper (I)	.9250	.9750	1.0250
Porter (I)	.8750	.9250	.9750
Instructor (III)	1.4250	1.5250	1.6250
Winder "A" (II)	1.1350	1.2150	1.2950
"B" (I)	.9250	1.0250	1.1250
Storeman (II)	1.1250	1.2250	1.3250
Maintainer (III)	1.3750	1.4750	1.5750
Maintenance Man "B" (II)	1.1750	1.2250	1.2750
Clerk, Senior (III)	240.32	250.32	267.35
Clerk, Junior (I)	160.32	170.32	187.35

PURCHASING AND STORES
(Department)

RATE RANGES AS OF APRIL 1, 1947

TITLE		MINIMUM	JOB RATE	MAXIMUM
Jersey City Warehouse				
Packer - Light Instrument & Parcel Post (I)		.7250	.7750	.8250
Piece Parts & Stationery Selector (I)		.7750	.8250	.8750
Packer - Material (II)		.8950	.9650	1.0350
Jersey City Warehouse (Physical)				
Clerk-Receiving (III)		1.1250	1.30	1.4750
Clerk-Shipping (III)		1.1250	1.2750	1.4250
Selector-Senior Class "A" Material	(II)	1.0750	1.25	1.4250
Selector-Senior Project Material Man-Maintenance Stockman & Standard Pkge. Selector-Outside Material	(II)	1.0250	1.1250	1.2250
Selector-Cable Junkman Classifier, Ret. Goods				
Packer-Senior (II)		.9750	1.0750	1.1750
Selector-Class "A" Material Selector-Senior Stationery Stockman & Standard Pkge. Selector-Stationery Distributor-Requisition Man-Receiving	(II)	.9350	1.0350	1.1350
Warehouseman Man-Returned Goods	(II)	.8950	.9850	1.0750
Janitor Classifier-Piece Parts Watchman	(I)	.8750	.9250	.9750
Stockman-Piece Parts Stockman-Class "A" Material Stockman-Stationery	(I)	.8250	.90	.9750
Clerk-Shipping Section Clerk-Receiving Section Clerk-Labels	(I)	.7750	.85	.9250
Jersey City Warehouse (Office)				
Clerk-Stock Maintenance Equipment	(III)	276.64	291.44	316.64
Clerk-Stock Maintenance Piece Parts Clerk-Project Supply (III)		256.64	276.98	311.64
Clerk-Voucher Clerk-Materials Special Assignment	(III)	251.64	270.14	301.64
Clerk-Service Special (Stock) Clerk-Service Project Clerk-Service Special	(III)	241.64	261.98	296.64
Clerk-Stock Maintenance Outside Material (III)		226.64	243.28	271.64

TITLE		MINIMUM	JOB RATE	MAXIMUM
Jersey City Warehouse (Office) (CONT.)				
Clerk-Assistant Stock Maintenance Equipment	(III)	211.64	226.44	251.64
Clerk-Route				
Clerk-Purchasing				
Clerk-Stock Maintenance Stationery				
Clerk-Service II				
Clerk-Assistant Stock Maintenance Piece Parts				
Clerk-Assistant Voucher				
Clerk-Order Entry (III)		201.64	210.88	226.64
Clerk-Head Disbursement	(III)	176.64	185.88	201.64
Clerk-Head File				
Calculator Operator Inter.				
Stenographer-Exports				
Clerk-Editor & Disbursement Billable Piece Parts				
Clerk-Editor & Disbursement Project	(II)	156.64	167.74	186.64
Clerk-Editor-Stationery				
*Clerk-Piece Parts				
Clerk-Service I				
Calculator Operator General				
Typist-Voucher				
Telephone Operator	(II)	156.64	164.04	176.64
Typist-Order				
Clerk-Billing	(II)	151.64	160.88	176.64
Clerk-Terms Record	(I)	146.64	154.04	166.64
Clerk-Disbursement Record				
Clerk "NB" Posting & Reference				
Clerk-Requisition Record	(I)	136.64	147.74	166.64
Clerk-Purchase Record				
Typist General				
Typist Teleprinter				
Clerk-Service Section	(I)	136.64	140.34	146.64
Clerk-File	(I)	126.64	134.04	146.64
Checker				
Clerk-Back Order				
Clerk-O.E. Section				
Office Messenger	(I)	116.64	124.04	136.64
Ditto Operator				
Uniform Depot				
Tailor II	(III)	1.1250	1.2750	1.4250
Tailor I	(III)	1.0250	1.15	1.2750
Storeman	(III)	1.0750	1.1750	1.2750
Presser	(II)	.9650	1.0650	1.1650
Stockman	(II)	.9250	1.00	1.0750

*Titles Abolished.

TITLE	MINIMUM	JOB RATE	MAXIMUM
Storerooms			
Storekeeper, Stationery (III)	1.0750	1.1850	1.2950
Storeman, Material (II)	.9350	1.0350	1.1350
Storeman, Stationery (II)	.9050	1.0050	1.1050
Attendant (I)	.7750	.8250	9750
Office of Division Stores Manager			
Clerk 12 (III)	296.64	304.04	316.64
Clerk 9 (III)	251.64	259.04	271.64
Clerk 7 (III)	221.64	229.04	241.64
Clerk General Stores (I)	156.64	164.04	176.64
Typist Statistical (I)	156.64	164.04	176.64

ACCOUNTING DEPARTMENT

RATE RANGES AS OF APRIL 1, 1947.

Title	Minimum	Job Rate	Maximum
Accounting Center Filers (I)	.7250	.7435	.7750
Telephone Billers (I)	.7750	.8120	.8750
Direct Billers (I)	.8250	.8620	.9250
Accounting Center Raters (I)	.8750	.9120	.9750
Assistant-Supervisory (III)			
Classification & Payroll	276.64	287.74	306.64
General Accounting			
General Audit			
Facility Audit			
Plant Billing			
Continuous Property Record			
Statistical			
Warehouse & Repair Shop Audit			
Warehouse Invoice			
Money Order	201.64	210.88	226.64
Clerks - Intermediate - 3			
Clerk - Completion Report (III)	241.64	254.58	276.64
" - Billing (III)	236.64	247.74	266.64
" Classification & Payroll (III)			
" General Accounting-2 (III)			
" Warehouse & Repair Shop Audit (III)			
Clerks - Intermediate - 2			
Clerk - Contract Audit (III)	201.64	210.88	226.64
" Facility Audit (III)			
" General Accounting-1 (III)			
" General Audit (III)			
" Recapitulation (III)			
" Service Record (III)			

Clerks - Intermediate - 1			
Clerk - Storeroom Attendant (III)	191.64	200.88	216.64
" File (III)			
" Mail and Receptionist (III)	181.64	189.04	201.64
" Storeroom Assistant (III)			
" Money Order (III)	176.64	187.74	206.64

Title	Minimum	Job Rate	Maximum
Clerks - General - 3			
Clerk - Billing (II)	176.64	187.74	206.64
" Classification & Payroll (II)			
" Completion Report (II)			
" Continuous Property Record-3 (II)			
" Contract Audit (II)			
" Facility Audit (II)			
" General Accounting (II)			
" General Audit (II)			
" Material Audit (II)			
" Service Record (II)			
" Statistical (II)			
Clerks - General - 2			
Clerk - Continuous Property Record-2 (I)	156.64	164.04	176.64
" Ledger and Voucher (I)			
" Recapitulation (I)			
" Warehouse and Repair Shop Audit (I)			
Clerks - General - 1			
Clerk - File (I)	136.64	147.74	166.64
" Money Order (I)			
" Continuous Property Record-1 (I)			
" Material Audit (I)			
Clerks - Junior Grade			
Clerk - Money Order Sorting (I)	126.64	130.34	136.64
Office Messenger (I)	116.64	124.04	136.64
Calculator Operator - Senior (III)	201.64	210.88	226.64
" " - Intermediate (II)	181.64	189.04	201.64
" " - General (I)	156.64	164.04	176.64

Title	Minimum	Job Rate	Maximum
Stenographer - Senior (III)	201.64	210.88	226.64
" - Intermediate (II)	181.64	189.04	201.64
" - General (I)	156.64	164.04	176.64
Statistical Typist (I)	156.64	164.04	176.64
Typist - General (I)	146.64	154.04	166.64
Mimeograph and Ditto Machine Operator (I)	136.64	147.74	166.64
NEW YORK ACCOUNTING CENTER			
White Collar - Skilled			
Assistant, Supervisor-1 (III) Auditing Filing (Day)	1.3250	1.3990	1.5250
Assistant, Supervisory-2 (III) Accounts Receivable C.A.K. Cable Services and Complaints Group Insurance - Budgets Headquarters Disbursements International Traffic Money Order Clearances Searching (Day) Searching (Night) Special Assignments Statistics Assistant, Supervisory - Timekeeping (III)	1.1750	1.2490	1.3750
Clerk, Timekeeping (III) " Audit (III)	1.0750	1.1305	1.2250
Assistant, Supervisory-3 (III) Billing Controls Cash Checking Controlled Offices Local Office Reports Special Assignments Assistant, Supervisory - Addressograph - Graphotype (III)	1.0250	1.0805	1.1750
White Collar - Semi-Skilled			
Clerk, Searching and Adjusting International Messages (II)	.9750	1.0675	1.2250
Clerk, Control (II)	.9750	1.0305	1.1250

Title	Minimum	Job Rate	Maximum
Assistant, Supervisory-4 (II)			
Correction Notices			
Government			
Inspection			
Money Order Applications			
Filing (Night)			
Telephone Charge Backs			
Clerk, Calculator Machine (II)	.9750	1.0120	1.0750
Clerk, Summary (II)	.9250	.9805	1.0750
" Searching and Adjusting Domestic Messages (II)			
Clerk, Customers' Ledger Balance (II)	.9250	.9620	1.0250
White Collar - Unskilled			
Clerk, Statistical (I)	.8750	.9120	.9750
" Rating (I)			
Clerk, Addressograph-Graphotype (I)	.8250	.8620	.9250
" Bill Rendition (I)			
Stenographer, Typist (I)			
Clerk, Checking (I)			
" Charge Information (I)			
" Proof Machine (I)			
" Direct Billing (I)			
Clerk, Inspection (I)	.7750	.8305	.9250
" Adding Machine (I)	.7750	.8120	.8750
" Sorting (I)			
" Telephone Billing (I)			
Clerk, Message File Transfer (I)	.7750	.7935	.8250
Messenger, Office (I)	.7250	.7435	.7750
Clerk, Word Count (I)			
Clerk, Filing (I)			
INTERNATIONAL ABSTRACT BUREAU			
White Collar - Skilled			
Assistant, Supervisory-2 (III)	1.1750	1.2490	1.3750
Listing and Abstracting			
Searching, Sorting and Filing			
Clerk, Audit (III)	1.0750	1.1305	1.2250
White Collar - Semi-Skilled			
Clerk, Searching International Messages (II)	.9750	1.0675	1.2250
Clerk, Cable Abstract (II)	.8750	.9398	1.05
White Collar - Unskilled			
Clerk, Adding Machine (I)	.7750	.8120	.8750
" Sorting (I)			
Clerk, Filing (I)	.7250	.7435	.7750

COMMERCIAL DEPARTMENT

RATE RANGES AS OF APRIL 1, 1947.

Title	Minimum	Job Rate	Maximum
Clerk - Operators (II)	.8750	.9675	1.1250
Branch Office Clerk (I)	.7750	.8305	.9250
Branch Office Clerk Intermediate (II)	.90	.9925	1.15
Branch Office Clerk Senior (III)	1.0250	1.1360	1.3250
Branch Office Managers			
Business - Small (III)	1.0250	1.1360	1.3250
- Medium (III)	1.1250	1.2730	1.5250
- Large (III)	1.3750	1.5785	1.9250
Residential - Small (II)	.9250	1.0360	1.2250
- Medium (III)	1.0250	1.1360	1.3250
- Large (III)	1.1250	1.2730	1.5250
Motor Messengers (I)	.8250	.8990	1.0250
Other Messengers (I)	.65	.6685	.70
General Manager's Office			
Office boy or girl (I)	121.64	125.34	131.64
Clerk (1) (II)	139.14	146.54	159.14
Typist (Dictaphone A) (III)	156.64	164.04	176.64
Typist (Dictaphone B) (III)	166.64	174.04	186.64
File Clerk (A) (III)	156.64	171.44	196.64
File Clerk (B) (III)	171.64	186.44	211.64
Clerk (2a) (III)	181.64	189.04	201.64
Clerk (2b) (III)	226.64	241.44	266.64
Clerk (3a) (III)	246.64	261.44	286.64
Clerk (3b) (III)	256.64	271.44	296.64
Clerk (3c) (III)	316.64	331.44	356.64
Instructress (III)	207.14	221.94	247.14
Stenographer (a) (III)	181.64	189.04	201.64
Stenographer (1) (III)	166.64	174.04	186.64
Typist (II)	146.64	154.04	166.64
Stenographer (b) (III)	191.64	199.04	211.64
Commercial Service Dept.			
Office boy or girl (I)	121.64	125.34	131.64
Clerk (1) (II)	136.64	147.74	166.64
Clerk (2) (II)	146.64	159.58	181.64
Clerk (3a) (III)	186.64	205.14	236.64
Clerk (3a1) (III)	196.64	215.14	246.64
Clerk (3b) (III)	206.64	225.14	256.64
Clerk (4) (III)	246.64	265.14	296.64
Clerk (5) (III)	284.14	297.08	319.14
Clerk (Claims) (III)	306.64	317.74	336.64

Title	Minimum	Job Rate	Maximum
Cashier's Office			
Office Boy (I)	.7250	.7435	.7750
Clerk (Bank Messenger)(I)	.7750	.8120	.8750
Clerk (Typist) (II)	.8750	.9305	1.0250
Clerk (Bank Ledger 1)(II)	.9250	.9805	1.0750
Clerk (Bank Ledger 2)(III)	1.0250	1.1360	1.3250
Clerk (Excess M.O. 1)(III)	1.0250	1.1175	1.2750
Clerk (Excess M.O. 2)(III)	1.1250	1.1990	1.3250
Clerk (Check writer) (II)	.9250	.9990	1.1250
Clerk (3a) (III)	1.2450	1.3190	1.4450
Clerk (3b) (III)	1.2750	1.4230	1.6750
Commercial School			
Instructress (III)	1.16	1.2340	1.36
Messenger Psnl Dept.			
Clerk (1) (I)	.7750	.8490	.9750
Clerk (1a) (II)	.90	.9555	1.05
Clerk (2) (II)	1.00	1.0555	1.15
Clerk (2a) (II)	.9950	1.1060	1.2950
Clerk (2b) (III)	1.0950	1.2245	1.4450
Clerk (3) (III)	1.1450	1.2930	1.5450
Cleaning Department			
Clerk (1) (II)	.9250	1.0730	1.3250
Clerk (2) (III)	1.1750	1.3230	1.5750
Handyman (III)	1.0250	1.1250	1.2250
Truckman (III)	1.0250	1.1750	1.3250
Mail Bureau			
Clerk (Motor) (II)	.90	.9555	1.05
Plus .3445 per hour motor allowance			
Clerk (1) (I)	.75	.7962	.8750
Clerk (2) (I)	.8250	.8805	.9750
Clerk (3) (III)	1.0250	1.1360	1.3250
EMD Department			
Clerk (1) (I)	.7750	.8120	.8750
Clerk (2) (I)	.8250	.8990	1.0250
Clerk (3) (II)	.95	1.0610	1.25
Clerk (Ass't to Mgr.)(III)	1.2250	1.3545	1.5750
Delivery NYK			
Clerk (1) (I)	.7750	.8305	.9250
Clerk (2) (II)	.9750	1.0860	1.2750
Clerk (3) (III)	1.0250	1.1360	1.3250
Clerk (4) (III)	1.1250	1.2730	1.5250

Title	Minimum	Job Rate	Maximum
Credit & Collection Dept.			
Office Boy (I)	.7250	.7435	.7750
Clerk (File) (II)	.9250	.9620	1.0250
Clerk (Ledger 1) (II)	.9750	1.0120	1.0750
Clerk (Ledger 2) (III)	1.0250	1.0620	1.1250
Clerk (3) (III)	1.2250	1.3360	1.5250
Clerk (4) (III)	1.3250	1.4545	1.6750
Clerk (Posting 1) (II)	.8750	.9120	.9750
Clerk (Posting 2) (II)	.9750	1.0305	1.1250
Clerk (Typist) (II)	.9250	.9805	1.0750
Clerk (Collection) (III)	1.1750	1.2675	1.4250
Clerk (Collector) (III)	1.0750	1.1860	1.3750
Clerk (Adjuster) (III)	1.1750	1.2675	1.4250
Money Order Dept.			
Clerk (Tube) (I)	.7750	.8305	.9250
Clerk (Searcher) (I)	.8250	.8805	.9750
Clerk (Typist) (III)	1.0250	1.0990	1.2250
Clerk (Tfc. & Svc.) (III)	1.0750	1.1675	1.3250
Clerk (General) (III)	1.1750	1.2490	1.3750
Clerk (In Charge) (III)	1.2750	1.4230	1.6750
Supts. Office Clerks			
Clerk - Payroll (II)	.9750	1.0675	1.2250
Stenographer (II)	.9150	1.0260	1.2150
File Clerk (I)	.8250	.8990	1.0250
Clerk - Kardex (II)	.9750	1.0675	1.2250
Clerk - HWA (II)	.9750	1.0675	1.2250
Clerk - Force Dispatcher(II)	.90	.9925	1.15
Clerk - Msgr. Dispatcher(III)	1.1250	1.1990	1.3250
Clerk - Terminal Handlings (III)	1.1550	1.2290	1.3550
Clerk - Development (III)	1.1850	1.2590	1.3850
Personal Service Clerk 1 (III)	1.0250	1.1360	1.3250
Personal Service Clerk 2 (III)	1.0950	1.1986	1.3750
Solicitor, Steamship (II)	.90	.9925	1.15
Personal Service Reprs.			
Group "A" (III)	1.0250	1.1360	1.3250
Group "B" (III)	1.1250	1.2545	1.4750
Manager, Delivery Dept.			
Group "A" - EZ & ZH Ofcs(III)	1.0250	1.1360	1.3250
Group "B" - SI & JR " (III)	1.1250	1.2730	1.5250
Group "C" - QX Ofc. (III)	1.2750	1.4230	1.6750

Title	Minimum	Job Rate	Maximum
Branch Night Manager			
Group "A" - UN, HK, PN & HE Ofcs. (II)	.9750	1.0860	1.2750
Group "B" - UD Ofc. (III)	1.0750	1.2045	1.4250
Group "C" - SI, QX & SHC Ofcs. (III)	1.0950	1.2430	1.4950
Branch Office Cashier			
Group (a) - UH Office (II)	.9250	1.0360	1.2250
Group (b) - CHC & SI Ofcs (III)	1.0850	1.2330	1.4850
Group (c) - QX Office (III)	1.1250	1.2730	1.5250
Commercial Telephone Bureau			
Clerk (1) (I)	.7750	.8120	.8750
Clerk (2) (II)	.9750	1.0675	1.2250
Clerk (3) (III)	1.1250	1.2175	1.3750
Clerk (4) (III)	1.3250	1.4545	1.6750
Commercial Representatives			
Group "C" (III)	1.4250	1.6285	1.9750
Group "B" (III)	1.2950	1.4985	1.8450
Group "A" (III)	1.1750	1.3230	1.5750

COMPANY: Commercial Pacific Cable Co.

UNION: Communications Association--CIO

LOCATION: Interstate

SIZE OF COMMUNITY: --

EFFECTIVE DATE: March 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: Night workweek is 36 hrs., while day workweek is 39 hrs.

1. CABLE OPERATOR

Start	$210.. per mo.
After 5 years at $9. per mo.per year	255. per mo.
After 10 years at $9. per mo. per year	300. per mo.

2. MECHANICIAN

Start	$210. per mo.
After 5 years at $9. per mo.per year	255. per mo.
After 10 years at $9. per mo.per year	300. per mo.

3. SOLICITOR

Start	$210. per mo.
After 5 years at $9. per mo.per year	255. per mo.
After 10 years at $9. per mo.per year	300. per mo.

4. TRAINEE CLERK
Start $140. per mo.

5. JUNIOR CABLE OPERATOR
On appointment $180. per mo.
On assignment to regular cable operating rota. 210. per mo.

6. TELEPRINTER OPERATOR
Start $165. per mo.
After 5 years at $8. per mo. per year 205. per mo.

7. ABSTRACT CLERK
Start $140. per mo.
After 5 years at $10 per mo. per year 190. per mo.

8. CHECK CLERK
Start $140. per mo.
After 5 years at $5. per mo. per year 165. per mo.

9. DELIVERY CLERK
Start $165. per mo.
After 5 years at $12. per mo. per year-225. per mo.

10. BILLING CLERK
Start $150. per mo.
After 5 years at $10. per mo per year-200. per mo.

11. GENERAL CLERK
Start $145. per mo.
After 5 years at $8. per mo per yr. 185. per mo.

COMPANY: Confidential

UNION: Communications Association--CIO

LOCATION: Interstate

SIZE OF COMMUNITY: --

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 10% on tour starting at 4 p.m. or later and ending at or before 8 a.m. (no tours will be scheduled to start between 12:01 p.m. and 3:59 p.m.)

2.1 SUPERVISORY CLASSIFICATIONS.

Employees of the Company, now so designated or hereafter promoted in accordance with the terms of this Agreement, who shall be in charge of a given watch or department. The minimum weekly wages for such employees shall include supervisory pay as shown herewith which shall be added to the tabulated wage scales listed.

Traffic Supervisor.....	$15.00
Senior Coastal Marine Radio Operator.....	8.00
Senior Transmitting Technician.....	8.00

2.2 POINT-TO-POINT RADIO OPERATOR.

An employee hired by the Company for the purpose of reception and transmission of messages over a recognized point-to-point circuit.

Minimum Weekly Wage

Start..... $65.50

After 1 year.....	$66.30	After 6 years.....	$70.01
After 2 years.....	67.09	After 7 years.....	70.54
After 3 years.....	67.89	After 8 years.....	71.08
After 4 years.....	68.69	After 9 years.....	71.61
After 5 years.....	69.48	After 10 years.....	72.14

2.3 COASTAL MARINE OPERATOR, TRANSMITTING TECHNICIAN, RECEIVING TECHNICIAN AND OPERATING TECHNICIAN.

Minimum Weekly Wage

Start..... $65.50

After 1 year.....	$66.30	After 6 years.....	$70.01
After 2 years	67.09	After 7 years.....	70.54
After 3 years.....	67.89	After 8 years.....	71.08
After 4 years.....	68.69	After 9 years.....	71.61
After 5 years.....	69.48	After 10 years.....	72.14

COASTAL MARINE OPERATOR.

A licensed radio operator employed by the Company who is required to tend and operate a licensed coastal marine radio station.

TRANSMITTING TECHNICIAN.

An employee hired by the Company who holds a valid commercial operator's license and who tends and is held responsible for the efficient operation of licensed transmitting equipment.

RECEIVING TECHNICIAN.

An employee hired by the Company who tends and is held responsible for the efficient operation of point-to-point and other receiving equipment.

OPERATING TECHNICIAN.

An employee hired by the Company who possesses satisfactory radio operating ability and who is required to maintain and install associated radio equipment in a radio telegraph office.

2.4 AUTOMATIC PRINTER OPERATOR.

An employee hired by the Company to operate a radio or landline automatic multiplex or teletype printer. An automatic printer operator may also be required to perform duties of lesser classifications.

Minimum Weekly Wage

Start			$47.02
After 6 months	$47.62	After 5 years	$57.31
After 1 year	52.07	After 6 years	57.66
After 18 months	53.91	After 7 years	58.01
After 2 years	55.75	After 8 years	58.36
After 3 years	56.27	After 9 years	58.71
After 4 years	56.79	After 10 years	59.06

2.5 TELETYPE PRINTER OPERATOR.
An employee hired by the Company to operate a teletype printer and who may be required to perform clerical duties or other duties in a lower classification.

Minimum Weekly Wage

Start			$40.25
After 6 months	$42.65	After 5 years	$51.28
After 1 year	45.18	After 6 years	51.56
After 18 months	47.60	After 7 years	51.84
After 2 years	50.02	After 8 years	52.12
After 3 years	50.44	After 9 years	52.40
After 4 years	50.86	After 10 years	52.68

2.6 SENIOR CLERK.

An employee hired by the Company for the purpose of performing general clerical duties, but who is not required to operate an automatic multiplex or teletype machine as part of his regular duties. This classification shall also include Billing Clerks.

Minimum Weekly Wage

Start			$40.23
After 6 months	$42.32	After 5 years	$50.01
After 1 year	44.52	After 6 years	50.35
After 18 months	46.52	After 7 years	50.63
After 2 years	48.81	After 8 years	50.91
After 3 years	49.23	After 9 years	51.19
After 4 years	49.65	After 10 years	51.47

2.7 TELEPHONE RECORDER.

An employee hired by the Company for the purpose of receiving and transmitting messages over a telephone circuit and who spends a major portion of his time in the performance of such duties.

Minimum Weekly Wage

Start			$40.23
After 6 months	$42.32	After 5 years	$50.01
After 1 year	44.52	After 6 years	50.35
After 18 months	46.61	After 7 years	50.63
After 2 years	48.81	After 8 years	50.91
After 3 years	49.23	After 9 years	51.19
After 4 years	49.65	After 10 years	51.47

2.8 JUNIOR CLERK.

An employee hired by the Company for the purpose of performing general clerical duties similar to those performed by a Senior Clerk but who works under the supervision of a Senior Clerk or an employee in a higher classification. A Junior Clerk, if qualified, shall automatically become a Senior Clerk at the termination of one year of service and shall thereafter receive wage increases every six months as provided herein for the classification of Senior Clerk.

Minimum Weekly Wage

Start			$35.94
After 6 months	$38.03	After 5 years	$41.63
After 1 year	40.23	After 6 years	41.87
After 2 years	40.58	After 7 years	42.11
After 3 years	40.93	After 8 years	42.35
After 4 years	41.28	After 9 years	42.59
		After 10 years	42.83

2.9 AUTO, MOTOR SCOOTER, MOTORCYCLE MESSENGER.

An employee hired by the Company for the purpose of picking up and delivering messages by auto, motorcycle or motor scooter. A messenger may be permitted to perform incidental minor services of a clerical nature at telegraph offices, purely on a voluntary basis, but in no instance shall it displace clerical employees.

Minimum Weekly Wage

Start			$34.05
After 1 year	$34.43	After 6 years	$36.20
After 2 years	34.81	After 7 years	36.45
After 3 years	35.19	After 8 years	36.71
After 4 years	35.57	After 9 years	36.91
After 5 years	35.95	After 10 years	37.21

2.10 MESSENGER.

An employee hired by the Company for the purpose of picking up and delivering messages. A messenger may be permitted to perform incidental minor services of a clerical nature at telegraph offices, purely on a voluntary basis, but in no instance shall it displace clerical employees.

Minimum Weekly Wage

Start.....		$29.45	
After 1 year.....	$29.76	After 6 years.....	$31.21
After 2 years.....	30.07	After 7 years.....	31.42
After 3 years.....	30.38	After 8 years.....	31.62
After 4 years.....	30.69	After 9 years.....	31.83
After 5 years.....	31.00	After 10 years.....	32.67

2.11 LABORER.

An unskilled employee hired by the Company to perform unskilled manual labor in connection with construction work. - - $1.165 per hour

TRANSPORTATION—BUS, STREETCAR AND TAXICAB

COMPANY: Alexandria, Barcroft and Washington Transit Co.
UNION: Street, Electric Railway Employees--AFL
LOCATION: Washington, D.C. vicinity
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: October 1947
WAGE REOPENING: July 1948

Rates:

Bus Operators	Per Hour
1st 6 mos.	$1.02
2nd 6 mos.	$1.12
After 1 yr.	$1.25

MECHANICS	START	OVER 6 MO.
AA	$1.32	$1.35
A	1.22	1.26
B	1.14	1.18
C	1.06	1.10

MECHANICS' HELPERS	1 - 6 MO.	6 - 12 MO.	OVER 12 MO.
A	$ .95	$ .99	$1.02
B	.81	.86	.94
Gasser & Oiler) Cleaner-Shifter)	.81	.86	.94
Cleaner	.76	.81	.86

COMPANY: Chicago Rapid Transit Co.
UNION: Street, Electric Railway Employees--AFL
LOCATION: Chicago, Ill.
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: June 1947
WAGE REOPENING: August 1947

- TRANSPORTATION DEPARTMENT WAGE SCALE

	CENTS PER HOUR
MOTORMEN	
The rate of pay for regular motormen shall be Eight (8) hours to constitute a day's work. Time and one-half shall be paid for overtime.	133.1

EXTRA MOTORMEN

The rate of pay for extra motormen shall be as follows:

1st 3 months in service	127.7
Next 9 months in service	128.6
After one (1) year in service	133.1

CONDUCTORS

The rate of pay for regular conductors shall be 128.6
Eight (8) hours to constitute a day's work. Time and one-half shall be paid for overtime.

EXTRA CONDUCTORS

The rate of pay for extra conductors shall be as follows:

1st year in service	126.8
After one (1) year in service	128.6

REGULAR GUARDS

The rate of pay for regular guards shall be 126.8
Eight (8) hours to constitute a day's work. Time and one-half shall be paid for overtime.

EXTRA GUARDS

The rate of pay for extra guards shall be as follows:

1st 3 months in service	124.0
Next 9 months in service	125.0
After one (1) year in service	125.9

SWITCHMEN

The rate of pay for switchmen shall be as follows:

1st 3 months in service	127.7
Next 9 months in service	128.6
After one (1) year in service	133.1

Eight (8) hours to constitute a day's work. Time and one-half to be paid for overtime.

SWITCHTENDERS

The rate of pay for switchtenders shall be 132.2
Eight (8) hours to constitute a day's work. Time and one-half shall be paid for overtime.

The rate of pay for Towermen shall be as follows:

Class "A"	139.4
Class "B"	135.8

Eight (8) hours to constitute a day's work. Time and one-half shall be paid for overtime.

BRIDGEMEN

The rate of pay for bridgemen shall be 129.5
Eight (8) hours to constitute a day's work. Time and one-half shall be paid for overtime.

LOOP PLATFORM MEN

The rate of pay for Loop platform men shall be 126.8
Eight (8) hours to constitute a day's work. Time and one-half shall be paid for overtime.

CROSSING GATEMEN AND FLAGMEN

Crossing gatemen and flagmen shall be classified in two (2) classes, Class "A" and Class "B".

Class "A" shall consist of those men receiving 52.5¢ per hour May 31, 1937, and Class "B" shall consist of all other crossing gatemen and flagmen.

The rate of pay for crossing gatemen and flagmen shall be as follows:

Class "A"	107.5
Class "B"	105.5

Eight (8) hours to constitute a day's work.
Time and one-half shall be paid for overtime.

The rate of pay for ticket agents shall be as follows:

Class "A"

1st six months in service	102.0
Next twelve months in service	107.0
After eighteen months in service	112.0

Class "B"	92.0

Eight (8) hours to constitute a day's work. Time and one-half shall be paid for overtime.

The rate of pay for porters shall be as follows:

Loop Porters	
1st three (3) months in service	104.16
After three (3) months in service	106.16
Other Porters	
1st three (3) months in service	102.38
After three (3) months in service	104.09

Eight (8) hours to constitute a day's work. Time and one-half shall be paid for overtime.

The rate of pay for trackmen shall be	125.9

- YARD WATCHMEN

	CENTS PER HOUR
The rate of pay for yard watchmen shall be	116.0

Eight (8) hours shall constitute a day's work. Time and one-half shall be paid for overtime.

LAMPMEN

The rate of pay for lampmen shall be as follows:

	CENTS PER HOUR
METROPOLITAN DIVISION	
Roadmen	119.0
Laramie Avenue	105.18
Logan Square	104.19
NORTH SIDE DIVISION	
All lampmen	106.49
SOUTH SIDE DIVISION	
Loomis Street	106.16
61st Street	106.16
LAKE STREET DIVISION	
Roadmen	119.0
Hamlin Avenue	106.16

Eight (8) hours to constitute a day's work. Time and one-half shall be paid for overtime.

CAR CLEANERS

	CENTS PER HOUR
The rate of pay for car cleaners shall be	116.0

COMPANY: Southeastern Greyhound Lines
UNION: Office Employees--AFL
LOCATION: Interstate

SIZE OF COMMUNITY: --
EFFECTIVE DATE: June 1947
WAGE REOPENING: None specified; 1-yr. agmt.

	1st 6 Mos.	2nd 6 Mos.	2nd Year	3rd Year	Thereafter
Sec. to Major Officials *	.81	.84	.87	.90	.93 - 1.35
Sec. to Minor Officials *	.79	.82	.85	.88	.91 - 1.25
Stenographer - Senior	.77	.80	.83	.86	.89 - 1.15
Stenographer - Junior	.75	.78	.81	.84	.87 - 1.05
Typist	.71	.74	.77	.80	.83 - .95
Accounting Clerk - Senior	.81	.84	.87	.90	.93 - 1.35
Bookkeepers	.79	.82	.85	.88	.91 - 1.25
Accounting Clerk - Unclass.	.77	.80	.83	.86	.89 - 1.15
Accounting Clerk - Junior	.75	.78	.81	.84	.87 - 1.05
Bookkeeping Machine Opr.-Unclass.	.71	.74	.77	.80	.83 - .95
Payroll Clerk - Chief	.81	.84	.87	.90	.93 - 1.35
Payroll Clerks	.77	.80	.83	.86	.89 - 1.15
Cashiers	.77	.80	.83	.86	.89 - 1.15
General Clerk - Senior	.79	.82	.85	.88	.91 - 1.25
General Clerk - Unclass.	.75	.78	.81	.84	.87 - 1.05
General Clerk - Junior	.71	.74	.77	.80	.83 - .95
General Clerk - File	.67	.70	.73	.76	.79
Calculating Machine Opr. - Sr.	.77	.80	.83	.86	.89 - 1.15
Calculating Machine Opr. - Unclass.	.75	.78	.81	.84	.87 - 1.05
Calculating Machine Opr. - Jr.	.71	.74	.77	.80	.83 - .95
Teletype & Switchboard Opr.	.75	.78	.81	.84	.87 - 1.05
P. B. X. Operator	.71	.74	.77	.80	.83 - .95
Office Boy	.63	.66	.69	.72	.75
Night Watchman	.61	.64	.67	.70	.73
Fireman	.58	.61	.64	.67	.70
Porter	.56	.59	.62	.65	.68
Maid	.53	.56	.59	.62	.65

COMPANY: Philadelphia Transportation Co.
UNION: Transport Workers--CIO
LOCATION: Philadelphia, Pa.
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: August 1947
WAGE REOPENING: February 1948
Shift Bonus: 4¢ for night work

Classification	Per Hour
Motormen and Conductors	
1st 1½ mos.	$1.02
2nd 1½ mos.	$1.04½
3rd 1½ mos.	$1.07
4th 1½ mos.	$1.09½
Thereafter	$1.12
Operators	
1st 1½ mos.	$1.10
2nd 1½ mos.	$1.12½
3rd 1½ mos.	$1.15
4th 1½ mos.	$1.17½
Thereafter	$1.20
Bus Boosters	
1st 1½ mos.	$1.05
After 6 mos.	$1.15
Subway-Elevated Motorman	
Starting	$1.10
After 6 mos.	$1.20
Subway-Elevated Conductors	
Starting	$1.02
After 6 mos.	$1.12
Yardmotormen	
Starting	$1.10
After 6 mos.	$1.20
Towermen	
Starting	$1.15
After 6 mos.	$1.25
Switchman-Coupler-Blocker	
Starting	$1.05
After 6 mos.	$1.10
Stationmen	
Starting	.96
After 6 mos.	$1.01
Berth Operators	
Starting	.98
After 6 mos.	$1.03
Cashiers, Class A	
Starting	$1.04
After 6 mos.	$1.09
Cashiers, Class B	
Starting	.99
After 6 mos.	$1.04

(Note: In each of the above-listed Classifications workers receive a 2½¢ increase every 6 weeks during their first 6 months of employment; employees listed below receive a 5¢ raise at the end of 6 months.)

COMPANY: Yellow Cab Co.
UNION: Teamsters--AFL
LOCATION: Nashville, Tenn.
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: June 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Rates:
Drivers--
1st 4 months--35% commission on all fares or min. daily guarantee of $4.50
After 4 months--45% commission on all fares or min. daily guarantee of $6.00

COMPANY: Capital Transit Co.

UNION: Street, Electric Railway Employees--AFL

LOCATION: Washington, D. C.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 4¢ for trainmen and bus operators on "owl" runs

	Per Hour
Trainmen and Bus Operators	
1st 3 mos.	$1.27
Next 9 mos.	$1.31
After 12 mos.	$1.35
Mechanic AA	$1.48
Mechanic A	$1.42
Mechanic B	$1.36
Mechanic C	$1.31
Blacksmith Helper	$1.26
Helper A	$1.22
Helper B	$1.18
Helper C	$1.13
Truck Driver A	$1.28
Truck Driver B	$1.18
Laborer	$1.02
Janitor	$1.02
Watchman-Shifter	$0.95
Watchman	$0.92
Cleaner-Shifter	$1.11
Cleaner	$1.02
Car Repairman A	$1.25
Lineman-leader	$1.44
Lineman A	$1.39
Lineman B	$1.32
Cableman A	$1.42
Cableman B	$1.34
Cableman C	$1.27
Lineman Helper A	$1.23
Lineman Helper B	$1.16
Cableman Helper A	$1.22
Sub-foreman	$1.31
Section Man A	$1.25
Section Man B	$1.17
Compressor Operator A	$1.22
Compressor Operator B	$1.17
Conductor Bar Inspector A	$1.22
Conductor Bar Inspector B	$1.13
Conductor Bar Inspector C	$1.08
Fireman	$1.26
Towerman	$1.15
Trackman	$1.12
Pitman	$1.12
Automatic Switch Operator	$1.09
Pit Trolleyman	$1.05
Curve Greaser	$1.05
Switchman	$1.05
Loop Attendant	$1.05
Laborer A	$1.08
Laborer B	$1.05
Grinding Car Operator	$1.31
Grinding Car Unit Operator	$1.18
Truck Driver AA	$1.34
Tractor Operator	$1.18
Welder AA	$1.48
Welder A	$1.36
Welder B	$1.31
Welder C	$1.22
Welder's Helper	$1.08

COMPANY: Blue Ridge Lines

UNION: Street, Electric Railway Employees--AFL

LOCATION: Pittsburgh, Pa.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates:

Bus Operators	Per Hour
1st 3 mos.	$1.03
2nd 3 mos.	$1.08
2nd 6 mos.	$1.13
2nd yr.	$1.18
Thereafter	$1.23

Shift Bonus: 3¢ on 2nd, 5¢ on 3rd shift for garage employees

WAGE SCALE

Wage scale for maintenance employees will be as follows:

MECHANIC - CREW LEADER		-	$1.33
MECHANIC - CLASS I	First year	-	1.22
	Second year	-	1.25
	Thereafter	-	1.28
MECHANIC - CLASS II	First year	-	1.13
	Second year	-	1.16
	Thereafter	-	1.19
MECHANIC'S HELPER	First six months	-	1.01
	Second six months	-	1.04
	Third six months	-	1.07
	Thereafter	-	1.10
WASHERS & CLEANERS	First six months	-	.96
	Thereafter	-	1.01
JANITORS	First six months	-	.91
	Thereafter	-	.96

COMPANY: Confidential (Intracity Bus and Streetcar Line)

UNION: Transport Workers--CIO

LOCATION: Great Lakes

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: October 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 10¢ to operators for "owl" run hrs.

TRANSPORTATION DEPARTMENT

Street car, trolley coach, and motor bus operators shall receive for the first three months of their employment one dollar and fifteen ($1.15) cents per hour; for the next nine months one dollar and eighteen ($1.18) cents per hour; and thereafter one dollar and twenty ($1.20) cents per hour.

EQUIPMENT DEPARTMENT

	Probationary Rate	Single Rate
Repair Shop Foremen	1.38	1.42
Blacksmith	1.28	1.31
Body Repairman, "A"	1.28	1.31
Body Repairman, "B"	1.22	1.25
Painters, "A"	1.28	1.31
Painters, "B"	1.22	1.25
Painter Helpers	.98	1.03
Electrical Repairmen, "A"	1.28	1.31
Electrical Repairmen, "B"	1.22	1.25
1-Electrical Helpers	1.00/1.06/1.12/1.18/1.25	
Electrical Mechanics	1.22	1.25
Air Valve Repairmen	1.22	1.25
Machinists, "A"	1.28	1.31
Machinists, "B"	1.22	1.25
1-Machinist Helpers	1.00/1.06/1.12/1.18/1.25	
Welders	1.28	1.31
Truckmen	1.22	1.25
1-Truckmen Helpers	1.06/1.11/1.16/1.21/1.25	
Car Inspectors	1.16	1.18
Car Servicemen	1.09	1.11
Car Cleaners		.97
Bus Repairman, Chief	1.38	1.42
Bus Repairmen, "A"	1.27	1.31
Bus Repairmen, "B"	1.20	1.22
Bus Inspectors		1.16
Bus Servicemen	1.12	1.14
Bus Greasers		1.06
Bus Repairmen Helpers		1.06
Bus Handlers		1.02
Bus Cleaners		.97
Coach Repairmen, Chief	1.34	1.38
Coach Repairmen	1.20	1.25
2-Coach Repairmen Helper	1.14	1.16
Coach Servicemen	1.09	1.11
Coach Handlers		1.02
Coach Cleaners		.97
Building Firemen (Licensed)		1.03

Janitors	.94
Janitor Firemen (Unlicensed)	.97
Laborers, Unskilled	.97

TROLLEY DEPARTMENT

Crew Foremen	1.36	1.41
Lineman "A"	1.26	1.31
Lineman "B"	1.15	1.20
Trolley Crew Helpers		1.10
Laborers		.97

TRACK DEPARTMENT

	Probationary Rate	Single Rate
Curve Cleaners		1.04
Pavers		1.21
Trackmen		1.04
Track Mechanics		1.14
Welders		1.21

DIVISIONAL OFFICE TICKET AGENTS

Ticket Agents	.99	1.09

STORES DEPARTMENT

Storekeeper	1.36	1.41
Storesman "A"	1.09	1.14
Storesman "B"	.99	1.06
Storesman Helper		.97
Watchman		.87

1. Electrical Helpers, Machinist Helpers and Truckmen Helpers shall progress to the next higher classification within a year with intermediate progress rates at end of each three months.
2. Coach Repairmen Helpers shall, after serving a qualifying period of one year, be advanced to Coach Repairmen.
3. Ticket Agents shall receive intermediate rate at end of three (3) months and top rate after six (6) months.

COMPANY: Motor Transit Co.

UNION: Machinists

LOCATION: Jacksonville, Fla.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates: 80¢ for apprentices, 5¢ increase after each 1000 hrs. with journeyman rating after 8000 hrs.

Leaderman	$1.50 per hour
Journeyman Mechanics	1.40 per hour
*Class B Mechanics	1.25 per hour
**Mechanics Helpers	.90 per hour 1st 6 months
	.95 per hour thereafter
Senior Storekeeper	1.15 per hour

Junior Storekeeper shall start at 80c per hour for the first 6 months, with a 5c per hour increase each 6 months thereafter for four years; thereafter a maximum rate of $1.15 per hour.

Utility Men	.80 per hour 1st 6 months
	.85 per hour 2nd 6 months
	.90 per hour thereafter

COMPANY: Adirondack Transit Lines, Inc.

UNION: Railroad Trainmen

LOCATION: New York

SIZE OF COMMUNITY: --

EFFECTIVE DATE: April 1947

WAGE REOPENING: April 1948

Rates:	Cents Per Mile
Bus Operators	
1st 2 mos.	3.8
Next 5 mos.	4.7
7 mos. to 3 yrs.	5.1
Over 3 yrs.	5.4

COMPANY: Dixie Greyhound Lines, Inc.

UNION: Railroad Trainmen

LOCATION: Interstate

SIZE OF COMMUNITY: --

EFFECTIVE DATE: October 1947

WAGE REOPENING: None specified; 2-yr. agmt.

Rates: Operators	Rate Per Mile
1 to 6 mos.	.0445
6 to 18 mos.	.0475
18 to 27 mos.	.0505
27 to 36 mos.	.0535
Over 36 mos.	.0570

COMPANY: Confidential

UNION: Street, Electric Railway Employees--AFL

LOCATION: South Central

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: None specified; 2-yr. agmt.

Rates:

Trainmen (2-man cars)	Per Hour
1st 6 mos.	$1.085
2nd 6 mos.	$1.105
After 1 yr.	$1.135

Trolley coach, motor coach and one-man car operators receive 7½¢ per hour additionally

Wage rates for non-operating employes in the shops, transportation stores, car house, garage and roadway subdivisions shall be as follows:

APPRENTICES:

First six (6) months of service 97c per hour

Second six (6) months of service 99½c per hour

Third six (6) months of service $1.015 per hour

Fourth six (6) months of service $1.055 per hour

Fifth six (6) months of service $1.085 per hour

Sixth six (6) months of service $1.14 per hour

After three years he shall receive a journeyman's wage scale in accordance with his seniority, excepting that those apprentices hired prior to April 1, 1942, shall receive journeymen's wage after two (2) years of apprentice service.

JOURNEYMEN

Carpenters and Coach Shopmen	$1.39 per hour
Planing Mill Men	1.39 per hour
Pattern Makers	1.39 per hour
Garage Mechanics	1.39 per hour
Painters	1.39 per hour
Armature Winders	1.39 per hour
Electricians	1.39 per hour
Pipe Fitters	1.39 per hour
Machinists	1.39 per hour
Motor and Truck Repairmen	1.39 per hour
Blacksmiths	1.39 per hour
Welders	1.39 per hour
Trolley Coach Maintenance Men	1.39 per hour
Inspectors	1.39 per hour
Switchmen	1.39 per hour
Foundrymen	1.39 per hour
Hostlers	1.015 per hour
Garage Oil Checkers	1.015 per hour
Greaser	92c per hour
Oiler	92c per hour
Blacksmith Laborer	90c per hour
Foundry Laborer	90c per hour
Track Walker	87c per hour
Jack Hammer Operator	86c per hour
Car House Laborer	86c per hour
Truck Driver	86c per hour
Welder Laborer	85c per hour
Washer	84c per hour
Shop Laborer	84c per hour
Common Laborer	84c per hour
Garage Laborer	84c per hour
Cleaner	80c per hour

COMPANY: Dept. of Street Railways, Detroit
UNION: Electrical Workers--AFL
LOCATION: Detroit, Mich.
SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: July 1947
WAGE REOPENING: None specified; 1-yr. agmt.
Shift Bonus: 5¢ for night work

	Minimum	Maximum
Senior Lineman		$2.08 hr.
Lineman		2.00 hr.
Sr. Line Helper		1.55 hr.
Lineman - Apprentice	$1.40 hr.	1.95 hr.
Electrical Shopman		1.77 hr.
SUPERVISORY EMPLOYEES		
Line Foreman		$2.35 hr.
Welder Foreman		4950.00 yr.
LINEMAN APPRENTICE RATE SCHEDULE		
1st six months		$1.40 hr.
2nd six months		1.45 hr.
3rd six months		1.50 hr.
4th six months		1.55 hr.
5th six months		1.60 hr.
6th six months		1.65 hr.
7th six months		1.70 hr.
8th six months		1.75 hr.
Thereafter		1.95 hr.

COMPANY: Confidential (Intercity Bus Line)
UNION: Street, Electric Railway Employees--AFL
LOCATION: South West
SIZE OF COMMUNITY: --
EFFECTIVE DATE: May 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Rates: $7.75 min. daily rate for bus operators

Section 1: All runs are hereby placed under one classification and operators shall be paid according to their classification and following rates per mile.

Class E Operators 1st 6 months	.0350
Class D Operators 2nd 6 months	.0390
Class C Operators 3rd 6 months	.0430
Class B Operators Next 18 months	.04625
Class A Operators Thereafter	.0525

COMPANY: St. Louis Public Service Co.
UNION: Street, Electric Railway Employees--AFL
LOCATION: St. Louis, Mo.
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: January 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Rates:

Operators	Per Hour
1st 4 mos.	$1.15
2nd 4 mos.	$1.20
3rd 4 mos.	$1.25
Thereafter	$1.30

STORES DEPARTMENT -- MATERIAL YARD

Crane Operator - Grade A	$1.30
Assistant Crane Operator - Grade B	$1.24
Motormen - Grade C	$1.23
Stockmen - Grade D-3 (1st six months)	$1.03
Grade D-2 (2nd six months)	$1.07
Grade D-1 (3rd six months)	$1.13
Grade D (after 18 months)	$1.20
Truck Drivers - Grade E	$1.15
Crane Crew Helper - Grade F	$1.04
Assigned Laborer - Grade G	$1.03
Temporary Laborer - Grade H	$ .99
Granite Cutters - Grade B	$1.24
Watchmen	$ .92

STORES DEPARTMENT -- GENERAL STOREROOM

Receiving Clerk - Grade A	$1.25
Stockmen - Grade B-3 (1st six months)	$1.03
Grade B-2 (2nd six months)	$1.07
Grade B-1 (3rd six months)	$1.13
Grade B - (after 18 months)	$1.20
Supply Truck Operator - Grade C	$1.19
Truck Driver - Grade E	$1.15

RAILWAY GENERAL SHOPS

General Maintenance Man - Grade A	$1.50
Tinners & Steel Fabricators - Grade A	$1.50
Tool Maker & Dresser - Grade A	$1.50
Welders, Tensile Strength - Grade A	$1.50
Painters, Striping and Lettering - Grade A	$1.50
Upholsterers - Grade A	$1.50
Farebox Repairmen - Grade A	$1.50
Street car Repairmen - Grade A	$1.50
Carpenters - Grade A	$1.50
Street car Repairmen - Grade B	$1.38

Farebox Repairmen - Grade B	$1.38
Carpenters - Grade B	$1.38
Tinners & Steel Fabricators - Grade B	$1.38
Fabrication Welders - Grade B	$1.38
Bench Hands - Grade B	$1.38
Painters - Grade B	$1.38
Upholsterers - Grade B	$1.38
Painters - Grade C	$1.27
Street car Repairmen - Grade C	$1.27
Grade D	$1.18
Car Shifters - Grade E	$1.14
Parts Cleaners and Scrubbers - Grade F	$1.10
Street car Repairmen - Grade F	$1.10
Carpenters - Grade F	$1.10
Laborers - Grade G	$ .99

RAILWAY DIVISION SHOPS

Repairmen Central Inspection - Grade B	$1.38
Repairmen Railway Divisions - Grade C	$1.27
Car Placers - Grade E	$1.14
Car Cleaners - Grade G	$1.01
Boiler Attendants - Grade F	$1.07
Material Man - Central Inspection - Grade D	$1.18

AUTOMOTIVE SECTION

Main Shop Grade "A" Repairmen - Class 1	$1.50
Main Shop Grade "B" Repairmen - Class 2	$1.38
Division Grade "A" Day Repairmen - Class 3	$1.35
Night Repairmen (after 18 months) - Class 3	$1.35
Greasers - Class 1	$1.10
Gas & Oil Attendants - Class 2	$1.07
Bus Movers - Class 2	$1.07
Boiler Attendants - Class 2	$1.07
Bus, Shop and Garage Cleaners - Class 3	$1.01

TRACK DEPARTMENT

Pavers - Grade A	$1.28
Pavers' Helpers - Grade C	$1.08
Motormen - Grade AA	$1.23
Switch Repairmen - Class 1 - Grade B	$1.30
Arc Welders - Grade A	$1.38
Thermit Welders - Grade B	$1.25
Grinders - Grade B	$1.15
Sewerman - Grade B	$1.25
Truck Drivers - Grade B	$1.15
Thermit Welder Helpers - Grade C	$1.08
Switch and Curve Cleaners, Class 1 - Grade B	$1.15
Sewerman's Helper - Grade BB	$1.15
Track Walkers - Grade D	$1.05
Trackmen - Grade E	$1.03
Switch Repairmen - Class 2 - Grade E	$1.03
Trolley Holders - Grade E	$1.03
Switch and Curve Cleaners, Class 2 - Grade E	$1.03
Track Laborers - Grade F	$ .99

POWER DEPARTMENT

Central Steam Station Maintenance Men - Grade A	$1.52
Grade B	$1.39
Coal and Ash Handler - Grade C	$1.15
Grade D	$1.13

COMPANY: Indiana Service Corp.

UNION: Street, Electric Railway Employees--AFL

LOCATION: Fort Wayne, Ind.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: November 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Classification	Hourly Rate of Pay
TRANSPORTATION OPERATING DEPARTMENT	
Operator, first six (6) months or twelve hundred hours (1200) whichever may first occur	$1.18
Operator, thereafter	1.23
SHOP DEPARTMENT	
Shopman, Class AA	1.39
Shopman, Class A	1.29
Shopman, Class B	1.23
Shopman, Class C	1.12
Washers and Cleaners, first six (6) months	.95
Washers and Cleaners, thereafter	1.01

It is agreed that at least fifty percent (50%) of the total employees in Class A and B shall be designated as Class A employees.

TRACK DEPARTMENT	
Trackman, first six (6) months	1.03
Trackman, thereafter	1.09
Truck Driver, first six (6) months	1.18
Truck Driver, thereafter	1.23
Bonder and Welder, first six (6) months	1.21
Bonder and Welder, thereafter	1.27

Classification	Hourly Rate of Pay
OVERHEAD DEPARTMENT	
Lineman	$ 1.58
Lineman, 4th year apprentice	1.51
Lineman, 3rd year apprentice	1.44
Lineman, 2nd year apprentice	1.37
Lineman, 1st year apprentice	1.30
Groundman and Part-time Truck Driver, first six (6) months	1.15
Groundman and Part-time Truck Driver, thereafter	1.21
Truck Driver, first six (6) months	1.18
Truck Driver, thereafter	1.23

SWITCHING DEPARTMENT

Trainman	1.13

(All time worked shall be at straight time rates)

BUILDING SERVICE DEPARTMENT

Building Service Man, first six (6) months	1.05
Building Service Man, thereafter	1.11
Office Cleaners, first six (6) months	.95
Office Cleaners, thereafter	1.01
Painter, first six (6) months	1.23
Painter, thereafter	1.29

COMPANY: Pennsylvania Greyhound Lines, Inc.
UNION: Street, Electric Railway Employees--AFL
LOCATION: Interstate

SIZE OF COMMUNITY: --
EFFECTIVE DATE: October 1947
WAGE REOPENING: None specified; 1-yr. agmt.

DRIVERS WAGE SCALE

Lines East of Pittsburgh

Mileage	Class	Rate
1st 6 mos.	E	$.0473
2nd 6 mos.	D	$.0503
3rd 6 mos.	C	$.0534
Next 18 mos.	B	$.0567
Thereafter (Star)	A	$.0600

Lines West of Pittsburgh

1st 6 mos.	E	$.0461
2nd 6 mos.	D	$.0491
3rd 6 mos.	C	$.0522
Next 18 mos.	B	$.0555
Thereafter (Star)	A	$.0595

The above rates are subject to reduction of 1/4 of a cent per mile for specific periods for corrective disciplinary purposes.

Hourly

1st 6 mos.	E	$.875
2nd 6 mos.	D	$.90
3rd 6 mos.	C	$.95
Next 18 mos.	B	$1.00
Thereafter (Star)	A	$1.05

For regular bid-in run assignments, excluding trip, monthly or other special rates, regular men shall receive a daily minimum rate of $9.50 .(A)

(A) Inclusive of allowances - Garage-Terminal-and Making Reports.

Washington-Baltimore

1st 6 mos.	E	$1.94
2nd 6 mos.	D	$2.09
3rd 6 mos.	C	$2.26
Next 18 mos.	B	$2.41
Thereafter (Star)	A	$2.60

The above rates are subject to reduction of 1/4 of a cent per mile for specific periods for corrective disciplinary purposes.

MAINTENANCE WAGE SCALE

		Oct. 16, 1947 to Apr. 30. 1948 40 Hours Per Week	May 1, 1948 to Oct. 31,1948 40 Hours Per Week
Mechanics:	1st yr. of service	$1.28	$1.30
	2nd yr. of service	1.36	1.38
	3rd yr. of service	1.45	1.47
	Thereafter	1.56	1.58
Helpers:	1st yr. of service	1.09	1.11
	2nd yr. of service	1.13	1.15
	3rd yr. of service	1.17	1.19
	Thereafter	1.22	1.24
Gasmen, Greasers and Utility Men:	1st yr. of service	1.09	1.11
	2nd yr. of service	1.13	1.15
	Thereafter	1.19	1.21
Cleaners, Washers and Janitors:	1st 6 mos. of service	.96	.98
	2nd 6 mos. of service	1.01	1.03
	Theroafter	1.10	1.12
Partsmen(Formerly Jr. Storekeepers):	1st yr. of service	1.01	1.03
	2nd yr. of service	1.10	1.12
	3rd yr. of service	1.15	1.17
	Thereafter	1.20	1.22

Shop Clerks and Kardex	1st yr. of service	1.01	1.03
	Thereafter	1.12	1.14
Storekeepers and Sr. Shop Clerks Min.	1st yr. of service	1.22	1.24
	2nd yr. of service	1.28	1.30
	Thereafter	1.42	1.44

Class "A" Terminals: New York, Philadelphia, Newark, Baltimore, Pittsburgh, Indianapolis.
Class "B" Terminals: Dayton, Fort Wayne, Harrisburg.
Class "C" Terminals: Wooster, Mansfield.

	October 16, 1947 to April 30, 1948 — 40 Hours Per Week — RATES PER HOUR			May 1, 1948 to October 31, 1948 — 40 Hours Per Week — RATES PER HOUR		
	Class "A" Rates	Class "B" Rates	Class "C" Rates	Class "A" Rates	Class "B" Rates	Class "C" Rates
Ticket Agents						
1st yr. of service	$1.21	$1.13	$1.01	$1.23	$1.15	$1.03
2nd yr. of service	1.29	1.20	1.08	1.31	1.22	1.10
3rd yr. of service	1.36	1.28	1.14	1.38	1.30	1.16
Thereafter	1.45	1.37	1.31	1.47	1.39	1.33
Counter Information Clerks						
1st yr. of service	1.12	1.02	.91	1.14	1.04	.93
2nd yr. of service	1.19	1.10	.97	1.21	1.12	.99
3rd yr. of service	1.26	1.17	1.03	1.28	1.19	1.05
Thereafter	1.36	1.27	1.20	1.38	1.29	1.22
Telephone Information, Travel Bureau Clerks:						
1st yr. of service	.94	.88	.86	.96	.90	.88
2nd yr. of service	1.01	.93	.91	1.03	.95	.93
3rd yr. of service	1.09	1.00	.96	1.11	1.02	.98
Thereafter	1.26	1.16	1.09	1.28	1.18	1.11
Starters:						
1st yr. of service	.99	.90	.87	1.01	.92	.89
2nd yr. of service	1.03	.95	.91	1.05	.97	.93
3rd yr. of service	1.08	1.00	.95	1.10	1.02	.97
Thereafter	1.20	1.14	1.05	1.22	1.16	1.07
Baggage Clerks						
1st yr. of service	.97	.88	.85	.99	.90	.87
2nd yr. of service	1.01	.93	.89	1.03	.95	.91
3rd yr. of service	1.06	.98	.93	1.08	1.00	.95
Thereafter	1.18	1.12	1.03	1.20	1.14	1.05

Ticket Office Clerks, Reservation Window Clerks						
1st yr. of service	.85	.85	.85	.87	.87	.87
2nd yr. of service	.89	.89	.89	.91	.91	.91
3rd yr. of service	.93	.93	.93	.95	.95	.95
Thereafter	1.03	1.03	1.03	1.05	1.05	1.05
Janitors	.88	.88	.88	.90	.90	.90
Red Caps, Attendants and Matrons	.73	.73	.73	.75	.75	.75

COMPANY: San Antonio Transit Co.

UNION: Street, Electric Railway Employees--AFL

LOCATION: San Antonio, Texas

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates: $1.00 during 1st 3 mos., $1.15½ thereafter for men operators; 71¢ during 1st yr., 78½¢ thereafter for women

Shop Helpers	1st three months	$ 7.28 per day
	next six months	8.24 per day
	after nine months	8.80 per day
Shop Repairmen		10.84 per day
Working Foremen —various divisions		11.84 per day
Painter Helpers	1st three months	6.72 per day
	next six months	7.64 per day
	after nine months	8.24 per day
Painters		10.52 per day
Working Painter Foreman		11.52 per day
Service Station Yardman		7.72 per day
Storeroom Clerks	1st six months	6.32 per day
	2nd six months	7.04 per day
	after 12 months	7.72 per day

COMPANY: Confidential

UNION: Street, Electric Railway Employees--AFL

LOCATION: Mountain

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Job Classification	Hourly Rate
Street Car and Bus Operators	
Operator	
1st 6 months	$1.02
2nd 6 months	1.08
Thereafter	1.10
Car Barn Employees	
Foreman	
Shift 1	1.175
Shift 2	1.225
Shift 3	1.145
Upholsterer	1.32
Car Repairman	
1st 6 months	.96
2nd 6 months	1.03
Thereafter	1.10
Oiler (Advanced from repairman)	1.12
Car Cleaner	
1st 6 months	.82
2nd 6 months	.86
Thereafter	.88
Bus Mechanic	1.30
Bus Mechanic and Service Man	
1st 6 months	1.08
2nd 6 months	1.15
Thereafter	1.22

COMPANY: Confidential (Intracity Bus Line)
UNION: Street, Electric Railway Employees--AFL
LOCATION: Great Lakes
SIZE OF COMMUNITY: 25-100,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: If company is permitted to increase fares; 1-yr. agmt.

Rates:

Bus Operators	Per Hour
1st 3 mos.	.96
2nd 3 mos.	$1.01
After 6 mos.	$1.06

(a) Wages to be paid garage employees shall be as follows:

MECHANICS		MAINTENANCE AND BODY
Senior, after 2nd year	$1.16 per hr.	Senior, after 2nd year $1.16 per hour
Junior, 2nd year	1.06 " "	Junior, 2nd year 1.06 per hour
Starting, 1st year	1.01 " "	Starting, 1st year 1.01 per hour

CLEANERS

First three (3) months	$ .815 per hr.
Second three (3) months	.865 per hr.
After six (6) months	.915 per hr.

COMPANY: Triple Cities Traction Corp.
UNION: Street, Electric Railway Employees--AFL
LOCATION: Binghamton, N. Y.
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: April 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Rates:

Bus Operators	Per Hour
1st 3 mos.	$1.05
Next 9 mos.	$1.10
After 12 mos.	$1.13

Group		Rates per Hour
1		$ .921
2		1.007
3		1.084
4	First Storekeeper	1.119
	Storeroom Helper	1.020
5		1.138
6		1.170
7		1.235
8		1.192

Classification of Shop and Gararge Employees

Group 1—Coach Cleaners
Cleaning coaches; general work.

Group 2—Laborers
Boiler room work; skid chain repairs; buildings and grounds maintenance; also any of the work in Group 1.

Group 3—Utility Work
Servicing and handling vehicles, lubrication, changing filters, filtering oil, shift relief; also any of the work in Groups 1 and 2.

Group 4—Storeroom Work
Receiving and dispensing of parts, materials, supplies and tools, storekeeper's clerical work; keeping storeroom and contents in clean and orderly condition; also any of the work in Groups 1, 2 and 3.

Group 5—Inspectors
Inspecting entire vehicle chassis for fractures and for loose rivets, bolts and nuts; helping inspector-repairmen and all mechanics in Groups 7 and 8; also any of the work in Groups 1, 2, 3 and 4.

Group 6—Inspector-Repairmen
Inspect entire vehicle change units, and make necessary adjustments to prepare the vehicle for service; also any of the work in Groups 1, 2, 3, 4 and 5.

Group 7—No. 1 Garage Mechanics
All mechanical and electrical work, including remodeling, rebuilding, painting, upholstering, and rehabilitation of automotive equipment, parts, machinery, tools, appliances, structures, plants, facilities and grounds; also any of the work in Groups 1, 2, 3, 4, 5 and 6.

Group 8—No. 2 Garage Mechanics
Garage mechanics who require more than normal supervision to perform all work as is governed by Group 7. All work in Groups 1, 2, 3, 4, 5, 6 and 7.

COMPANY: Confidential (Municipal Transit System)
UNION: Street, Electric Railway Employees--AFL
LOCATION: Pacific
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: March 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Classification	40 Hour Week Base
Accountant, Assistant	$275.00
Accountant, Assistant	305.00
Accountant, Junior	245.00
Accountant, Junior	250.00
Accountant, Junior	255.00
Accountant, Junior	265.00
Auto Machinist	277.40
Auto Sheet Metal Worker	302.40
Auto Sheet Metal Worker, Asst.	257.40
Battery Man	277.40
Blacksmith	277.40
Blacksmith Helper	247.40
Carpenter	277.40
Cashier, Jr. Transit	267.40
Cashier, Jr. Transit (6-day on and 2 day off basis)	280.27
Clerk, Account	225.00
Clerk, Account	230.00
Clerk, Account	235.00
Clerk, Account	240.00
Clerk, Chief Equipment Record	267.40
Clerk, Intermediate	205.00
Clerk, Intermediate	210.00
Clerk, Intermediate	220.00
Clerk, Intermediate Schedule	267.40
Clerk, Junior	180.00
Clerk, Junior	190.00
Clerk, Junior	200.00
Clerk, Junior Schedule	234.40
Clerk, Junior Schedule	218.40
Clerk, Principal	265.00
Clerk, Principal	285.00
Clerk, Principal Stock	267.40
Clerk, Senior Schedule	288.40
Clerk, Senior Stock	242.40
Clerk, Senior Stock	252.40
Clerk Stenographer, Intermediate	205.00
Clerk Stenographer, Intermediate	210.00
Clerk Stenographer, Intermediate	220.00
Clerk Stenographer, Senior	225.00
Clerk Stenographer, Senior	230.00
Clerk Stenographer, Senior	235.00
Clerk Stenographer, Senior	240.00
Clerk, Stock	205.00
Clerk, Stock	210.00
Clerk, Stock	220.00
Coach and Auto Painter	277.40
Coach Wireman	277.40
Dispatcher	299.40
Dispatcher	293.40
Engineer, Associate	325.00
Engineer, Associate	345.00
Engineer, Associate	355.00
Engineer, Assistant	295.00
Engineer, Assistant	300.00
Engineer, Assistant	310.00
Engineer, Junior	270.00
Engineer, Junior	280.00
Engineer, Junior	285.00
Engineer Aide, Senior	240.00
Engineer Aide, Senior	250.00
Engineer Aide, Senior	260.00
Engineer Heating, Senior	277.40
Engineer Heating, Senior	247.40
Equipment Serviceman	237.40
Farebox Man	257.40
Foreman, Coach and Auto Painter	310.40
Foreman, Senior Coach Service	327.40
Foreman, Coach Service	310.40
Foreman, Electric Shop	310.40
Foreman, Transit Machine Shop	310.40
Foreman, Transit Track	252.40
Hostler	277.40
Hostler, Assistant	244.40
Inspector, Jr. Transit	267.40
Inspector, Sr. Transit	288.40
Inspector, Sr. Transit	277.40
Instructor, Junior	267.40
Laborer	212.40
Laborer Utility	222.40
Laborer Maintenance	232.40
Machinist	277.40
Mechanic, Assistant	247.40
Mechanic, Trolley Coach	277.40
Operator, Construction Equipment (Grade B)	252.40
Operator, Construction Equipment (Grade B)	267.40
Operator, Construction Equipment (Grade B)	272.40
Operator, Construction Equipment (Grade B)	282.40
Safety Director, Assistant	293.40
Stationmaster, Assistant	288.40
Stationmaster, Assistant	277.40
Telephone Operator	180.00
Telephone Operator	190.00
Telephone Operator	200.00
Truck Driver	257.40
Upholsterer	277.40
Welder, Senior	267.40
Welder, Senior	277.40
Operators—	
Reg. & Full Time Extra Board	248.50
Group No. 3	238.56
Group No. 2	225.78
Group No. 1	187.00

COMPANY: Confidential

UNION: Machinists

LOCATION: Great Lakes

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: None specified; 1-yr. agmt.

The wage and salary rates shall be as follows:

(a) Mechanics and machinists and mechanics' helper:

Mechanics and machinists	$1.27 per hour
Specialist	1.20½ per hour
Mechanics' helper	1.11 per hour

(b) Apprentice mechanics and machinists:

(1) Beginning mechanical career:

First six (6) months	$ .87 per hour
Second six (6) months	.92 per hour
Third six (6) months	.97 per hour
Fourth six (6) months	1.02 per hour
Fifth six (6) months	1.07 per hour
Sixth six (6) months	1.12 per hour
Seventh six (6) months	1.17 per hour
Eighth six (6) months	1.22 per hour
At the end of four (4) years	1.27 per hour

(2) Advanced apprentice:

First six (6) months	$1.16 per hour
Second six (6) months	1.21 per hour
Thereafter	1.27 per hour

(c) Mechanics with experience on small motor vehicles:

Mechanics who have been previously employed doing work on ordinary passenger motor vehicles or engaged in doing light work on any kind of motor vehicle, shall have a starting or initial rate with this Company of . $1.16 per hour

If at the end of his first thirty (30) days of employment with the Company he has qualified as a bus mechanic, in the opinion of the Superintendent of Equipment, then he shall receive the rate of. . . . . $1.27 per hour

(d) Mechanics with experience on bus or truck:

A mechanic who has had previous experience in the repair and maintenance of motor buses or motor trucks shall have a starting rate with this Company of $1.27 per hour

(e) Salaries:

Clerk to Sup't. of Equipment	$136.23 per month
Stenographer to Sup't. of Equipment	163.23 per month
Storeroom Office Clerk	163.23 per month
Storeroom Attendant	186.23 per month
Storeroom Office Clerk	226.23 per month
Inspection Clerk and Storekeeper	226.23 per month
Storeroom Clerk	226.23 per month

COMPANY: Confidential (Intracity Bus Line)
UNION: Street, Electric Railway Employees--AFL
LOCATION: Mountain
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Rates:

Operators	Per Hour
1st 3 mos.	$1.10
Next 9 mos.	$1.11
Third 6 mos.	$1.12
Fourth 6 mos.	$1.13
Thereafter	$1.14

SHOPS

Air Repairmen; Air Repairmen-Trolley Coach Mechanic; Armature Winders; Blacksmiths; Coach Carpenters; Commutater Machinists; Electricians; Machinists; Metal Body Mechanics; Millmen; Painters; Upholsters; Welders	Leader	$1.38
	"A"	1.30
	"B"	1.24
Track Machinists	"A"	1.21
	"B"	1.19
Armature Banders	"A"	1.18
	"B"	1.14
Carpenters	"A"	1.16
	"B"	1.09
Motor Repairmen	1st 3 mos.	1.14
	Next 9 mos.	1.15
	3rd 6 mos.	1.16
	4th 6 mos.	1.17
	Thereafter	1.18
Truck Repairmen	1st 3 mos.	1.10
	Next 9 mo.	1.11
	3rd 6 mo.	1.12
	4th 6 mos.	1.13
	Thereafter	1.14
Helpers: Machinist; Blacksmith; Frog Shop	"A"	1.15
	"B"	1.09
Wood Shop	"A"	1.04
	"B"	.99
Car Hostler		1.10
Paint Shop Washers		1.06
Cleaning Tank Operator		1.00

CAR HOUSES

Fare Box Repairmen	Leader	$1.29
	"A"	1.23
	"B"	1.14
Pit Wheel Grinders	"A"	1.19
	"B"	1.13
Trolley Coach Maintainers	1st 3 mos.	1.10
	Next 9 mos.	1.11
	3rd 6 mos.	1.12
	4th 6 mos.	1.13
	Thereafter	1.14
Electrical Repairmen; Body Repairmen; Brake and Truckmen; Oilers; Maintainers	1st 3 mos.	1.07
	Next 9 mos.	1.08
	3rd 6 mos.	1.09
	4th 6 mos.	1.10
	Third Year	1.11
	Thereafter	1.14
Car Cleaner Foreman		1.04
Car Cleaners		.99
Pit and Car Sweepers		.94

GARAGE

Mechanics	"A"	1.30
	"B"	1.16
Mechanic Helpers	"A"	1.11
	"B"	1.05
Bus Inspectors	"A"	1:16
	"B"	1.13
Bus Washers, Garage Helpers		.99
Laborers, Pit and Bus Sweepers		.94
Cleaning Tank Operator		1.00
Leader		1.19

BRIDGE AND BUILDING

Carpenters	"A"	1.30
	"B"	1.22
Bridge Carpenters		1.02
Painters	"A"	1.30
	"B"	1.18
Painter Helpers		.94
Pipefitters		1.20 - 1.30
Labor Foreman		1.10

WELDING AND GRINDING

Welders and Grinders	$1.14
Helpers	1.02

TRACK

Crane Operator	1.22
Track Foremen, Track Truck Foremen	1.09
Truck Drivers, Yard Motorman	1.065
Trackmen	1.02 - 1.04
Switch Repairmen, Concrete Finisher, Timekeeper	1.02
Timekeeper-Clerk	1.065
Laborers (Permanent)	.94
Concrete Mixer Operator	1.02

STOREROOM AND MATERIAL YARD

Receiving Clerk	1.15
Oil House Man	1.12
Crane Operator	1.10
Stock Clerk	1.08
Reclamation Man	1.06
Storeroom Helper	.99

POWER HOUSE

Watch Engineers, Engine Room Relief "A"	$279.14
Turbine Tenders, Water Tenders, Repairman, Boiler Room Relief "A"	275.30
Repairman Helper "A"	269.56
Engine Room Relief "B," Boiler Room Relief "B"	261.92
Firemen, Repairman Helper "B"	250.44
River Tenders	246.60
Hopper, Crusher and Conveyor Tenders	209.84

SUBSTATIONS

Electricians	257.74 - 282.34
Motor-Light Electrician, Relief Substation Operator	220.08
Head Substation Operator	214.84
Substation Operator	210.84

TRANSPORTATION DEPARTMENT

Dispatchers	260.66
Division Clerks, Tellers, Starters and Switchmen	241.00
Gap Clerk	198.60
Operators — 1st 3 mos.	1.10
Operators — Next 9 mos.	1.11
Operators — 3rd 6 mos.	1.12
Operators — 4th 6 mos.	1.13
Operators — Thereafter	1.14
Snow Plow and Snow Sweeper Trainmen	1.24
Traffic Checkers	.84

TRUCKING AND WAREHOUSING

COMPANY: Confidential (Warehouse of Manufacturing Firm)
UNION: Teamsters--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000
EFFECTIVE DATE: June 1947
WAGE REOPENING: August 1948

	Effective June 1, 1947	Effective Sept. 1, 1947
Janitor (Carton Storage)	$ .90	$ .95
Janitor (Warehousing)	.90	.95
Yard Truck Helper	1.00	1.05
Carton Handlers	1.00	1.05
Reclaimer (Carton Storage)	1.05	1.10
Warehousemen	1.00	1.05
Yard Truck Driver	1.05	1.10
Tractor Operator	1.05	1.10
Miscellaneous Shipper	1.05	1.10
P. M. Checker	1.05	1.10
Sundry Checker	1.08	1.13
Platform Truck Operator	1.05	1.10
Car Bracer (Part Time)	1.03	1.08
Sand Plant Truck Driver	1.10	1.15
Carton Receiver	1.10	1.15
Lift Truck Operator (Packing House Hole)	1.13	1.18
Lift Truck Operator (Carton Storage)	1.10	1.15
Lift Truck Operator (Warehousing)	1.10	1.15
Lift Truck Operator (Shipping)	1.10	1.15
Inventory Man (Warehousing)	1.08	1.13
Inventory Control Man (Carton Storage)	1.15	1.20
Night Shipping Clerk	1.00	1.05
Scheduler)		
Service Man)		
Shed Controller)		
Inventory Control Man)	1.15	1.20
Stock Shipper)		
Export Shipper)		

COMPANY: Confidential (Hardware Firm

UNION: Steelworkers--CIO

LOCATION: South Central

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: At any time

	STARTING	AFTER 6 MO.	12 MO.
Sweepers or Porters	70¢	75¢	75¢
Bull Gang or car unloaders	70¢	75¢	75¢
Truck helpers	70¢	75¢	75¢
Packers	72½¢	75¢	80¢
Night Watchmen	70¢	70¢	70¢
Truck drivers	72½¢	75¢	80¢
Freight runners, handlers & receivers	72½¢	75¢	80¢
Stock clerks	72½¢	75¢	80¢
Order clerks	72½¢	75¢	80¢

COMPANY: Confidential (Trucking)

UNION: Teamsters--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 20¢ per shift for night work

Classification	Wage Per Day	Wage Per Week	Overtime Per Hour
Drivers on Straight Trucks	$11.86	$71.16	$2.23
Tractor-Trailer Drivers	12.98	77.88	2.44
Third Axle Truck Drivers	12.98	77.88	2.44
Platform Men	10.53	63.18	1.98
Checkers	9.59	57.54	1.80
Helpers	9.24	55.44	1.74

COMPANY: Confidential (Bakeries)

UNION: Teamsters--AFL

LOCATION: South Atlantic

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: None specified; 2-yr. agmt.

Shift Bonus: 5¢ for night work

Shipping, Receiving and Stock Clerks	$1.05
Checkers	1.00
Packers	.95
Helpers (Male) 80c for the first 90 days	.85
Helpers (Female) 75c for the first 90 days	.80
Porters (Male) 75c for the first 90 days	.80
Porters (Female) 70c for the first 90 days	.75
Wagon Loaders	.90
Watchman	.82

COMPANY: Rochester Coal Industry, Inc.
UNION: Teamsters--AFL
LOCATION: Rochester, N. Y.
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Rates:

Drivers	$1.15
Helpers	$1.10
Yardmen	$1.15
Head Yardman	$1.25

Contract Delivery Rates:

The following schedules of contract rates shall apply for the carting and delivery of fuel.

	Rate
Coal per ton shoveled off	$1.25
Coal ½ ton shoveled off	1.00
Coke per ton shoveled off	1.35
Coke ½ ton shoveled off	1.10
Run of oven coke per ton shoveled off	1.50
Buckwheat, rice and barley:	
Per ton shoveled off	1.25
Per ½ ton shoveled off	1.00
Commercial* load lots, buckwheat, rice, barley and screenings per ton	.95
Bituminous coal per ton shoveled off	1.14
Bituminous coal straight load lots	.87
Cannel Coal:	
Per ton	1.50
Per ½ ton	1.10
Briquets, per ton, shoveled off	1.35
Briquets, per ½ ton, shoveled off	1.10

*No buckwheat, rice or barley shall be delivered at the commercial rate for domestic use, namely, in a private home.

§6.11. Contract Truckman Service Charges:

The following service charges shall apply when service is rendered.

	Rate
Carrying or wheeling coal and coke:	
Per ton	$ .75
Per ½ ton	.50
Carrying coal or coke up or downstairs:	
Per ton per flight	.75
Per ½ ton per flight	.50
Screening coal at place of delivery, add .25 per ton	
Removing coal from cellar, per ton	3.50
Removing coke from cellar, per ton	4.50
(If carry or wheel, add $1.00 per ton; for carry or wheel at place of delivery, add $.75 per ton)	
Moving coal or coke or other fuels from one yard to another yard, or in yard	$3.00 per hour
Bag coal delivered from yard to office:	
Per 50 lb. bag	.10

COMPANY: Confidential (Wholesale Druggist)
UNION: Longshoremen and Warehousemen--CIO
LOCATION: Pacific
SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: April 1947
WAGE REOPENING: January 1948
Hiring Rate: 99¢ for inexperienced employees, increase to job rate after 1 mo.

Classification	First Six Mos. Scale	Experienced Worker's Scale
Drug & Sundry Order Packers	1.10	1.19
Liquor Order Packers	1.10	1.19
Extension Clerks	1.15	1.21½
Shipping Clerks	1.22½	1.29
Assistant Shipping Clerk	1.15	1.21½
Assistant Receiving Clerks	1.15	1.21½
Freight Handlers	1.10	1.19
Elevator Operators	1.10	1.19
Swampers	1.10	1.19
Teamsters (1½ Ton)	1.25	1.31½
Teamsters (light)	1.21½	1.28
Full Pack Order Clerks	1.10	1.19
Acid Workers	1.15	1.21½
Assistant Carpenter	1.10	1.19
Janitor	1.10	1.19
Auto Mechanic	1.34	1.39
Assistant Machinist	1.10	1.19
Maintenance Man	1.28	1.41
Comptometer Operators	180.00	193.00
Traffic Clerk "A"	190.00	200.00
Traffic Clerk "B"	185.00	195.00
Traffic Clerk "C"	180.00	190.00

Classification	2nd & 3rd Months	4th, 5th & 6th Months	After Six Months
Phone Order Clerks	1.05	1.10	1.19
Scanners & Section Clerks	1.17	1.21½	1.28
Drug & Sundry Order Clerks	1.05	1.10	1.19
Liquor Order Clerks	1.05	1.10	1.19
Checkers	1.20	1.25	1.31½
Register & Entry Clerks	1.05	1.10	1.19
Stock Clerks (shelf)	1.05	1.10	1.19
Stock Clerks (book)	1.20	1.25	1.31½
Pricers	1.29	1.34	1.41
Short Buyers	1.23	1.27	1.34
Men Laboratory Workers	1.05	1.10	1.19
"Other" Laboratory Workers	.16 over present rate		
Returned Goods Checker	1.20	1.25	1.31½

Women Laboratory
Workers
First Three Months .94 per hr.
After Three Months 1.04 per hr.

COMPANY: Confidential (Trucking)

UNION: Office Employees--AFL

LOCATION: Middle West

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: December 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Classification	Rate per Hour
Rate Clerk	$ 1.25
Interline Clerk	.96
Drayage & Stock Clerk	.91
Bill Clerk	1.01
City Collection Clerk	.91
Assistant Bill Clerk	.93
Extra Clerk	.90
Manifest Clerk	.90
PBX Operator-File Clerk	.90
General Clerk	.86
General Clerk	.86
Assistant Rate Clerk	1.05
OS&D Clerk	1.05

COMPANY: Confidential (Automotive Parts)

UNION: Teamsters--AFL

LOCATION: Pacific

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Drivers & Pickup Men
Carrying Capacity of Truck

1000 lbs. or less	Shall receive not less than $1.20 per hour
Over 1000—2500 lbs.	Shall receive not less than 1.26 per hour
Over 2500—4500 lbs.	Shall receive not less than 1.32½ per hour
Over 4500 lbs.	Shall receive not less than 1.39 per hour
Trainees	Shall receive not less than $1.01½ per hour
Warehousemen	Shall receive not less than 1.20 per hour
Parts Experts Less than two years	Shall receive not less than 1.41¼ per hour
Parts Experts Over two years	Shall receive not less than 1.55 per hour
Assistant Parts Manager, Purchasing Agents, Store Supervisor	Shall receive not less than 1.71 per hour
Parts Manager	Shall receive not less than 1.80 per hour

COMPANY: Trucking Operators

UNION: Teamsters--AFL

LOCATION: St. Louis, Mo.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

	Per Hour	Per Week
Trucks: ½ ton and less than 5 tons	$1.20	$48.00
5 tons and over	1.30	52.00
Tractors: ½ ton and less than 5 tons	1.22	48.80
5 tons and over	1.30	52.00
Helpers:	1.10	44.00

Wages shall be paid weekly.

COMPANY: Trucking Employers

UNION: Teamsters--AFL

LOCATION: Cleveland, Ohio

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 2-yr. agmt.

GENERAL FREIGHT AGREEMENT

	Rate Per Hr.
Drivers on straight trucks (single units)	$1.24½
Drivers on tractors and semi-trailers, trucks and one trailer	1.32½
Helpers on trucks or tractors and semi-trailers, truck and trailer	1.24½
Dock workers and platform men	1.07½
Stowers and checkers	1.12½

MEAT AND GROCERY AGREEMENT

	Rate Per Hr.
Drivers on straight trucks (single units)	$1.30½
Drivers on tractors and semi-trailers, truck and one trailer	1.38½
Helpers on trucks or tractors and semi-trailers, truck and trailer	1.30½
Dock workers and platform men	1.13½
Stowers and checkers	1.18½

MOVERS, RIGGERS & ERECTORS AGREEMENT

	Rate Per Hr.
Carryall and winch truck drivers and helpers when engaged with winch work	$1.75
Men working in crews engaged in moving, rigging and erecting	1.75
Foremen	2.00

COMPANY: Texas and Pacific Motor Transport Co.

UNION: Teamsters--AFL

LOCATION: Southwest

SIZE OF COMMUNITY: --

EFFECTIVE DATE: March 1947

WAGE REOPENING: April 1948

TRANSPORTATION EMPLOYEES:

Road Driver	$9.25 per day.
City Driver	8.00 per day.
Helper	0.78 per hour.
Extra Employee	Straight time hourly rate of the classification of work which he is required to perform.

MECHANICAL EMPLOYEES:

Lead Mechanic	$1.30 per hour.
Welder, Body Man, Painter (Letterer and Striper) and Electrician	1.25 per hour.
Mechanic	1.22 per hour.
Helper	0.87 per hour.

COMPANY: Distributors Ass'n. of Northern California
UNION: Longshoremen and Warehousemen--CIO
LOCATION: California
SIZE OF COMMUNITY: --
EFFECTIVE DATE: June 1947
WAGE REOPENING: May 1948

Rates:

Hiring Rate (Men)	$1.20
Hiring Rate (Women)	$1.10
Minimum Basic Wage	$1.27 1/2
Shipping Clerks	$1.33 3/4
Checkers	$1.30
Packers	$1.27 1/2
Order Fillers & Stock Clerks-Starting Rate	$1.20
After 4 mos.	$1.22 1/2
After 8 mos.	$1.25
After 12 mos.	$1.27 1/2

COMPANY: Confidential (Bakery)
UNION: Teamsters--AFL
LOCATION: South Atlantic
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: April 1947
WAGE REOPENING: March 1948

Rates:

Drivers (48-hr. wk.)	$48.00 per wk.
Floormen (starting)	$ .80 per hr.
Floormen (after 60 days)	$ .95 per hr.

Shift Bonus: 5¢ for night work for floormen

COMPANY: Oelrichs Warehouse & Trucking Co.
UNION: Textile Workers--AFL
LOCATION: Boston, Mass.
SIZE OF COMMUNITY: Over 500,000
EFFECTIVE DATE: February 1947
WAGE REOPENING: February 1948

Rates:

Laborers	$1.15
Whip-men	1.21
Pile-Builders	1.21
Checkers & Weighers	1.30
Temporary Graders	1.615
Regular Graders	1.495
Grading Checkers	1.21

COMPANY: Confidential (Beer Distributors)
UNION: Teamsters--AFL
LOCATION: Great Lakes
SIZE OF COMMUNITY: 25-100,000
EFFECTIVE DATE: October 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Rates:

Drivers	$1.25
Warehouse Checkers	$1.25
Truck Helpers	$1.05
Warehousemen	$ .95

COMPANY: Trucking Operators

UNION: Teamsters--AFL

LOCATION: Evansville, Ind.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: December 1947

WAGE REOPENING: November 1948

Rates:

Truck Drivers	$1.15
Helpers	$1.10
Checkers	$1.15
Dock Men	$1.10
Dispatchers	$1.20
Lead Men	$1.25

COMPANY: Confidential (Wholesale Grocers)

UNION: Teamsters--AFL

LOCATION: Great Lakes

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: April 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates:

First Mechanics	$1.30
Second Mechanics	1.15
Working Foreman	1.17
Truck Drivers	1.09
Warehousemen	1.05
Truck Helpers	1.01

Shift Bonus: 5¢ on 2nd, 15¢ on 3rd shift

COMPANY: Fruit and Produce Merchants Ass'n., Inc.

UNION: Teamsters--AFL

LOCATION: Louisville, Ky.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: May 1948

Rates: $45 per wk. for over-the-road drivers

COMPANY: Confidential

UNION: Teamsters--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 2-yr. agmt.

Rates:

Drivers	$1.25
Yard Platform Men	$ .95

COMPANY: Confidential

UNION: Teamsters--AFL

LOCATION: Great Lakes

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates: $1.17 min.

COMPANY: Confidential (Food Producer)

UNION: Longshoremen--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: 25-100,000

EFFECTIVE DATE: February 1947

WAGE REOPENING: March 1948

Hiring Rate: Receiving and shipping work: $1.06 for men, 91¢ for women; 5¢ increase after 30 days

Shift Bonus: 8¢ on 2nd, 10¢ on 3rd shift

COMPANY: Confidential

UNION: Teamsters--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 2-yr. agmt.

Rates:

Chauffeurs	$1.26 3/4
Helpers	$1.13 3/4

COMPANY: Southwestern Gas and Electric Co.
UNION: Electrical Workers--AFL

LOCATION: La., Texas, Arkansas

SIZE OF COMMUNITY: ---

EFFECTIVE DATE: January 1947

WAGE REOPENING: None specified; agmt. expires May 1948

EXHIBIT "A" - (LOUISIANA)

The Minimum Wage Schedule referred to in Article 3 of the Agreement shall be:

Distribution, Appliance, Service, and Meter Departments:

Line Foreman (per month)	$289.00
Lineman (per month)	260.00
Patrolman (per month)	260.00
Cable Splicer (per hour)	1.598
Combination Truck Driver and Helper (per month)	215.25
Truck Driver (per month)	215.25
Lineman's Helper (per month)	182.00
Transformer Repairman (per month)	259.00
Assistant Transformer Repairman (per month)	229.00
Serviceman (per month)	254.00
Journeyman Meterman (per month)	254.00
Single Phase Meterman (per month)	219.00
Journeyman Meter Setter (per month)	236.50
Combination Local Manager and Rural Serviceman (per month)	256.50
Cut-On and Cut-Off Man (per month)	234.00
Journeyman Maintenance Utility Repairman (per month)	209.00
Rural Serviceman (per month)	244.00
Appliance Serviceman (per month)	236.50

Apprentice - All Departments:
1st year - 75% of the Journeyman Classification pay.
2nd year - 80% of the Journeyman Classification pay.
3rd year - 85% of the Journeyman Classification pay.
4th year - 90% of the Journeyman Classification pay; and thereafter the pay of Journeyman for which the employee can qualify.

Laborer (except on right-of-way clearing) (per hour)	.798
Helper, Line Department, (unskilled)	
1st 3 months (per hour)	.798
2nd 3 months (per hour)	.898
3rd 3 months (per hour)	.998

and thereafter regular Helper's rate of pay.

EXHIBIT "B" - (TEXAS)

Distribution, Appliance, Service, and Meter Departments

Line Department:

Line Foreman (per month)	$259.00
Lineman (per month)	242.00
Patrolman (per month)	194.00
Truck Driver (per month)	195.50
Lineman's Helper (per month)	169.00
Laborer (except for right-of-way clearing) (per hour)	.748

Serviceman:

Longview (per month)	224.00
Marshall (per month)	224.00
Henderson (per month)	224.00
Kilgore (per month)	224.00
Gladewater (per month)	224.00
Big Sandy (per month)	224.00
Mt. Pleasant (per month)	224.00
Mineola (per month)	209.00
Center (per month)	209.00
Gilmer (per month)	209.00
Pittsburg (per month)	209.00
Grand Saline (per month)	209.00
Jefferson (per month)	204.00
Carthage (per month)	204.00
Winnsboro (per month)	199.00
Mt. Vernon (per month)	199.00
Naples (per month)	199.00
Linden (per month)	199.00
Quitman (per month)	199.00
Alba (per month)	169.00
Waskom (per month)	169.00

Appliance Repairman:

Marshall (per month)	219.00
Kilgore (per month)	209.00
Gladewater (per month)	209.00
Longview (per month)	209.00
Henderson (per month)	209.00

Meter Department:

Meter Tester and Repairman (per month)	219.00

Apprentice - All Departments:
1st year - 75% of the Journeyman Classification pay
2nd year - 80% of the Journeyman Classification pay
3rd year - 85% of the Journeyman Classification pay
4th year - 90% of the Journeyman Classification pay and thereafter the pay of Journeyman for which the employee can qualify.

EXHIBIT "C" - (TEXARKANA)

Distribution, Appliance, Service, and Meter Departments

Line Foreman (per month)	$259.00
Lineman (per month)	242.00
Patrolman (per month)	194.00
Truck Driver (per month)	195.50
Lineman's Helper (per month)	169.00
Laborer (except for right-of-way clearing) (per hour)	.748

Serviceman:

Texarkana (per month)	224.00
Atlanta (per month)	209.00
DeKalb (per month)	209.00

Meter Tester and Repairman (per month)	219.00
Appliance Repairman (per month)	214.00
Cut-On and Cut-Off Man (per month)	169.00

Apprentice - All Departments:
1st year - 75% of the Journeyman Classification pay
2nd year - 80% of the Journeyman Classification pay
3rd year - 85% of the Journeyman Classification pay
4th year - 90% of the Journeyman Classification pay and thereafter the pay of Journeyman for which the employee can qualify.

EXHIBIT "D" - (POWER DEPARTMENT)

Arsenal Hill Station, Shreveport, Louisiana

Watch Engineer (per month)	$251.50
Dispatcher (per month)	266.50
Turbine Operator (per month)	224.00
Fireman (per month)	197.00
Pumpman (per month)	171.00
Oiler (per month)	269.00
Assistant Chief Engineer (per month)	269.00
Maintenance Foreman (per month)	244.00
Station Electrician (per month)	244.00
Station Machinist (per month)	239.00
Combination Welder and Machinist (per month)	236.50
Machinist (per month)	236.50
Boiler Repairman (per month)	236.50
Electrician (per month)	204.00
Chemist (per month)	159.00
Helper - 1st 6 months (per month)	169.00
2nd 6 months (per month)	179.00
3rd 6 months (per month)	189.00
4th 6 months (per month)	199.00
5th 6 months and thereafter (per month)	144.00
Laborer (per month)	244.00
System Communication Electrician (per month)	254.00
System Electrician (per month)	254.00
System Transformer Repairman (per month)	226.00
Substation Inspector and Oil Tester (per month)	199.00
Truck Driver-Helper (per month)	

Apprentice - All Departments:
1st year - 75% of the Journeyman Classification pay
2nd year - 80% of the Journeyman Classification pay
3rd year - 85% of the Journeyman Classification pay
4th year - 90% of the Journeyman Classification pay and thereafter the pay of Journeyman for which the employee can qualify.

Power Plant - Marshall, Texas

Chief Engineer (per month)	269.00
Assistant Chief Engineer and Substation Operator (per month)	224.00
Plant Operator and Substation Operator (per month)	219.00
Repairman and Substation Operator (per month)	214.00
Substation Operator - 1st year (per month)	179.00
After the 1st year (per month)	195.00
Fireman (per month)	209.00
Oiler (per month)	[illegible]
Laborer (per month)	[illegible]

Power Plant - Texarkana

Chief Engineer (per month)	256.00
Plant Operator (per month)	211.00
Repairman (per month)	211.00
Combination Fireman-Laborer (per month)	[illegible]

Substations

Overton, Texas:

Chief Operator (per month)	224.00
Operator - 1st year (per month)	179.00
After the 1st year (per month)	195.30

Okay, Arkansas:
Substation Operator (per month) 169.00

Patterson Substation, Ashdown, Arkansas:
Chief Operator (per month) 234.00
Operator - 1st year (per month) 179.00
After the 1st year (per month) 205.00

EXHIBIT "E" - (ARKANSAS DIVISION)

Distribution, Appliance, Service, and Meter Departments

Line Foreman (per month) 259.00
Lineman (per month) 242.00
Patrolman (per month) 194.00
Truck Driver (per month) 195.50
Lineman's Helper (per month) 169.00

Serviceman:
Ashdown (per month) 209.00
Nashville (per month) 209.00
DeQueen (per month) 209.00
Mena (per month) 209.00
Washington (per month) 185.00
Foreman (per month) 185.00
Meter Tester and Repairman (per month) 219.00
Apprentice - All Departments:
1st year - 75% of the Journeyman Classification pay
2nd year - 80% of the Journeyman Classification pay
3rd year - 85% of the Journeyman Classification pay
4th year - 90% of the Journeyman Classification pay
and thereafter the pay of Journeyman for which the employee can qualify.

COMPANY: North Shore Gas Co.

UNION: District 50, Mine Workers

LOCATION: Waukegan, Ill.

SIZE OF COMMUNITY: 25 -100,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: Upon significant change in government wage policy or marked change in business activity

Shift Bonus: 5¢ on shift beginning after noon

Departments:	Hourly Rate
Production and Pumping—Plants:	
Auxiliary Equipment Operator	$1.35
Gas Maker	1.30
Fireman	1.25
Laborer	1.05
Laborer (starting rate—30 days only)	.95
Meter and Regulator Repair Shop:	
Meter and Regulator Repairman — 1st Class	1.35
Meter and Regulator Repairman — 2nd Class	1.15
Meter and Regulator Repairman Helper	1.10
Service Shop:	
Fitter — 1st Class	1.35
Fitter — 2nd Class	1.25
Fitter Helper	1.10
Meter Reading:	
Meter Reader—Starting Rate— First 6 Months Service	1.10
Meter Reader— After 6 Months Service	1.15
Meter Reader— After 12 Months Service	1.25
The term "service" is understood to mean service with the Company.	
Street:	
Welder	1.25
Mechanic	1.25
Pipeman—1st Class	1.20
Pipeman—2nd Class	1.15
Pipeman Helper	1.10
Laborer	1.05
Laborer (starting rate—30 days only)	.95

COMPANY: Indiana Service Corp.

UNION: Electrical Workers--AFL

LOCATION: Fort Wayne, Ind.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: November 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ for night work

FORT WAYNE

Workweek	Classification	Hourly Rate of Pay
	SPY RUN GENERATING STATION	
*6-8 Shift	Turbine Operator	$ 1.38
"	Watch Fireman	1.38
"	Fireman, after 6 months	1.24
40 hour	Fireman, 1st six months	1.17
*6-8 shift	Ashman	1.04
40 hour	Auxiliary Operator	1.24
"	Senior Crane Operator	1.50
"	Assistant Crane Operator, after one year	1.24
"	Assistant Crane Operator, after six months	1.19

FORT WAYNE

Workweek	Classification	Hourly Rate of Pay
	SPY RUN GENERATING STATION	
40 hour	Assistant Grano Operator, first 6 months	$ 1.14
*6-8 shift	Larry Car Operator	1.03
40 hour	Fuel Handler	1.00
"	Senior Electrician	1.50
"	Electrician	1.38
"	Electrician Helper	1.14
"	Turbine Mechanic	1.50
"	Welder	1.50
"	Machinist	1.50
	Maintenance Mechanic Class A (1)	1.38
	Maintenance Mechanic Class B, after 6 months	1.24
	Maintenance Mechanic Class B, first 6 months	1.16
	Janitor	1.02
	FORT WAYNE LINE CREWS	
40 hour	Cable Splicer	1.65
"	Cable Splicer Helper	1.39
"	Forester, 1st class	1.45
"	Forester Apprentice, 2nd year	1.38
"	Forester Apprentice, 1st year	1.31
"	Forester Helper	1.27
"	Lineman, 1st class	1.65
"	Lineman, 4th year apprentice	1.55
"	Lineman, 3rd year apprentice	1.48
"	Lineman, 2nd year apprentice	1.41
"	Lineman, 1st year apprentice	1.34
"	Patrolman	1.32
"	Truck Driver, after 6 months	1.27
"	Truck Driver, first 6 months	1.22
"	Groundman, after one year	1.19
"	Groundman, after six months	1.14
"	Groundman, first six months	1.09

Workweek	Classification	Hourly Rate of Pay
	SERVICE DEPARTMENT	
40 hour	Senior Service Dispatcher	$ 1.62
*6-8 Shift	Service Dispatcher, after one year	1.52
"	Service Dispatcher, after six months	1.45
"	Service Dispatcher, first six months	1.38
40-hour	Serviceman	1.70
	METER DEPARTMENT	
40 hour	Relay Maintenance Man	1.65
"	Tester P. P. 1st Class	1.50
"	Tester P. P. 2nd Class	1.42
"	Special Investigator	1.42
"	Tester S. P. 1st Class	1.33
"	Tester S. P. 2nd Class after one year	1.30
"	Tester S. P. 2nd Class after six months	1.23
	Tester S. P. 2nd class first six months	1.17
	AUTOMOTIVE DEPARTMENT	
"	Auto Mechanic, Class A	1.46
"	Auto Mechanic, Class B	1.27
"	Mechanic Helper, after one year	1.13
"	Mechanic Helper, after six months	1.08
"	Mechanic Helper, first six months	1.03
"	Janitor & Washer	1.00

	SUBSTATION CONSTRUCTION AND MAINTENANCE CREWS	
"	Electrician, 1st class, after one year	1.65
"	Electrician, 1st class, after six months	1.58
"	Electrician, 1st class, first six months	1.51
"	Electrician, 2nd class, after one year	1.44
"	Electrician, 2nd class, after six months	1.37
"	Electrician, 2nd class, first six months	1.30
"	Truck Driver, after six months	1.27
"	Truck Driver, first six months	1.22
"	Electrician Helper, after one year	1.19
"	Electrician Helper, after six months	1.14
"	Electrician Helper, first six months	1.09
"	Laborer, after six months	1.00
"	Laborer, first six months	.95
	SUBSTATION OPERATORS	
*6-8 Shift	Spy Run	1.38
"	Webster	1.31
"	McKinley	1.24
"	Delphi	1.17
"	Anthony, after one year	1.17
"	Anthony, after six months	1.12
"	Anthony, first six months	1.07
"	Roanoke	1.01
"	1st Relief (1)	1.35
	Traveling Operator	1.28

BLUFFTON

40 hour	Lineman, 1st class	$ 1.54
"	Lineman, 4th year apprentice	1.44
"	Lineman, 3rd year apprentice	1.37
"	Lineman, 2nd year apprentice	1.30
"	Lineman, 1st year apprentice	1.23
"	Serviceman (1)	1.54
"	Truck Driver, after six months	1.16
"	Truck Driver, first six months	1.11
"	Meter Reader	1.11
"	Storekeeper	1.09
"	Groundman, after one year	1.08
"	Groundman, after six months	1.03
"	Groundman, first six months	.98
"	Janitor	.92

WELLS

"	Lineman, 1st class	1.54
"	Lineman, 4th year apprentice	1.44
"	Lineman, 3rd year apprentice	1.37
"	Lineman, 2nd year apprentice	1.30
"	Lineman, 1st year apprentice	1.23
"	Serviceman, Electric	1.54
"	Serviceman, Gas	1.22
"	Meter Reader & Tester	1.22
"	Truck Driver, after 6 months	1.16
"	Truck Driver, first 6 months	1.11
"	Storekeeper	1.09
"	Groundman, after one year	1.08
"	Groundman, after six months	1.03
"	Groundman, first six months	.98
"	Laborer	.87

LOCAL REPRESENTATIVES

40 hour	New Haven & Churubusco	$ 1.54
"	Ossian, LaGro, Berne, & Geneva	1.54
"	Helper, after one year	1.18
"	Helper, after six months	1.13
"	Helper, first six months	1.08

COMPANY: Dallas Power & Light Co.

UNION: Electrical Workers--AFL

LOCATION: Dallas, Tex.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: None specified; 1-yr. agmt

OVERHEAD LINES DIVISION	MONTHLY WAGE RATE
Working Foreman - Overhead Lines	
First Year	$290
Second Year and Thereafter	310
Working Foreman - Pole Setting	
First Year	290
Second Year and Thereafter	310
Lineman, Journeyman	271
Lineman, Apprentice	
First Year	190
Second Year	217
Third Year	230
Fourth Year	244
Truck Driver - Pole Setting	190
Helper-Truck Driver - Overhead	
First Year	168
Second Year and Thereafter	173

Helper - Overhead	
First Six Months	148
Second Six Months and Thereafter	161
Working Foreman - Pole Hauling	232
Working Foreman - Earth Boring Machine	232
Working Foreman - Tree Trimming	232
Inspector-Patrolman - Overhead Lines	219

UNDERGROUND LINES DIVISION	MONTHLY WAGE RATE
Working Foreman - Cable Splicers	
First Year	297
Second Year and Thereafter	310
Cable Splicer, Journeyman	284
Cable Splicer, Apprentice	
First Year	199
Second Year	227
Third Year	241
Fourth Year	256
Helper-Truck Driver - Underground	
First Year	$173
Second Year and Thereafter	180
Helper - Underground	
First Six Months	148
Second Six Months and Thereafter	161
Maintenance Man - Network Switch	271
Assistant Maintenance Man - Network Switch	226
Inspector - Electrolysis & Manhole	226
Assistant Inspector - Electrolysis & Manhole	
First Year	191
Second Year and Thereafter	203
Working Foreman, Utility - Underground	239
Utility Man - Underground	
First Year	186
Second Year and Thereafter	197
Tester-Repairman, Transformer Shop	239
Transformer Repairman, Journeyman	219
Transformer Repairman, Apprentice	
First Year	176
Second Year	188
Third Year	197

METER DIVISION	MONTHLY WAGE RATE
Primary Installer - Meter	271
Primary Tester - Meter	271
Laboratory Tester - Meter	271
Working Foreman, Service - Meter	271
Field Tester, Polyphase - Meter	262
Serviceman, Journeyman - Meter	252
Serviceman-Meter Tester, Apprentice	
First Year	176
Second Year	202
Third Year	214
Fourth Year	227
Working Foreman, Shop Testers - Meter	271
Working Foreman, Field Testers - Meter	271
Meter Tester, Journeyman	252
Helper - Meter	
First Six Months	148
Second Six Months and Thereafter	161

TROUBLE DIVISION	MONTHLY WAGE RATE
Troubleman	284
Dispatcher, Trouble	$239
Repairman-Patrolman, Street Light	219

GARAGE DIVISION	MONTHLY WAGE RATE
Working Foreman, Painter - Garage	271
Painter, Journeyman - Garage	239
Mechanic, Journeyman - Garage	239
Mechanic, Apprentice - Garage	
First Year	167
Second Year	191
Third Year	203
Fourth Year and Thereafter	215
Helper-Truck Driver - Garage	
First Year	161
Second Year and Thereafter	188
Helper - Garage	
First Six Months	148
Second Six Months and Thereafter	161
Carpenter	258
Night Watchman	181
Janitors & Porters	
First Six Months	118
Second Six Months	123
Third Six Months	129
Fourth Six Months and Thereafter	137

CLERICAL EMPLOYEES - DISTRIBUTION	MONTHLY WAGE RATE
Clerk, Senior - Distribution	232
Clerk - Distribution	
Minimum	161
First Step	188
Second Step	174
Third Step	181
Fourth Step	187
Fifth Step	194
Sixth Step	208
Seventh Step and Thereafter	219
Clerk - Garage	
Minimum	181
First Step	168
Second Step	174
Third Step	181
Fourth Step	187
Fifth Step and Thereafter	194
Clerk, Beginner - Distribution	
First Step	112
Second Step	117
Third Step and Thereafter	123

STORES DIVISION - TREASURY	MONTHLY WAGE RATE
Storekeeper	232
Assistant Storekeeper - Mountain Creek	$219
Receiving Clerk	208
Clerk, Material - Stores	
Minimum	161
First Step	168
Second Step	174
Third Step	181
Fourth Step	187
Fifth Step and Thereafter	194
Material Loader - Stores	
Minimum	174
First Step and Thereafter	181
Warehouseman	
Minimum	148
First Step and Thereafter	155

Office

Clerk, Senior - Stores	232
Clerk - Stores	
Minimum	161
First Step	168
Second Step	174
Third Step	181
Fourth Step	187
Fifth Step	194
Sixth Step	206
Seventh Step and Thereafter	219

COMPANY: Bonneville Power Administration
UNION: Columbia Power Trades Council
LOCATION: Oregon
SIZE OF COMMUNITY: ---
EFFECTIVE DATE: March 1947
WAGE REOPENING: December 1947

Classification and Craft Series	Hourly Rate
Blacksmith Craft Series	
Blacksmith	$1.68
Blacksmith Helper	1.35
Carpenter Craft Series	
Carpenter Shop Foreman	1.93
Carpenter Foreman	1.93
Carpenter W/F	1.81
Carpenter	1.68
Concrete Finisher Craft Series	
Concrete Finisher	1.68
Electrical Workers' Craft Series	
Electrician Foreman	2.065
Electrician W/F	1.94
Cable Splicer	2.065
Electrician	1.815
Welder E (a)	1.815
Electrician Helper	1.39
Electrician Apprentice I	1.39
Electrician Apprentice II	1.46
Electrician Apprentice III	1.53
Electrician Apprentice IV	1.60
Electrician Apprentice V	1.68
Electrician Apprentice VI	1.75
Lineman Foreman	2.065
Lineman W/F	1.94
Lineman	1.815
Line Truck Operator	1.485
Groundman	1.39
Lineman Apprentice I	1.39
Lineman Apprentice II	1.46
Lineman Apprentice III	1.53
Lineman Apprentice IV	1.60
Lineman Apprentice V	1.68
Lineman Apprentice VI	1.75
Senior Power Dispatcher	2.53
Power Dispatcher	2.255

Classification and Craft Series	Hourly Rate
Assistant Power Dispatcher	$2.09
Chief Substation Operator	1.98
Senior Substation Operator	1.815
Substation Operator	1.705
Substation Operator Apprentice I	1.30
Substation Operator Apprentice II	1.37
Substation Operator Apprentice III	1.44
Substation Operator Apprentice IV	1.51
Substation Operator Apprentice V	1.57
Substation Operator Apprentice VI	1.64

Ironworker Craft Series	
Ironworker	1.68
Welder I (b)	1.68
Laborer Craft Series	
Labor Foreman	1.53
Laborer	1.28
Powderman	1.63
High Climber	1.63
Airhammer Operator	1.53
Machinist Craft Series	
Machine Shop Foreman	2.05
Machinist Foreman	1.93
Machinist W/F	1.81
Machinist	1.68
Welder M (c)	1.68
Machinist Helper	1.35
Machinist Apprentice I	1.01
Machinist Apprentice II	1.09
Machinist Apprentice III	1.17
Machinist Apprentice IV	1.26
Machinist Apprentice V	1.34
Machinist Apprentice VI	1.43
Machinist Apprentice VII	1.51
Machinist Apprentice VIII	1.59
Machinist Automotive Foreman	1.93
Machinist Automotive W/F	1.81
Machinist Automotive	1.68
Machinist Automotive Helper	1.35
Machinist Automotive Apprentice I	1.01
Machinist Automotive Apprentice II	1.09
Machinist Automotive Apprentice III	1.17
Machinist Automotive Apprentice IV	1.26
Machinist Automotive Apprentice V	1.34
Machinist Automotive Apprentice VI	1.43
Machinist Automotive Appren. VII	1.51
Machinist Automotive Appren. VIII	1.59
Operating Engineers' Craft Series	
Power Shovel Operator	2.05
Tractor Operator	1.85
Oiler	1.41
Earth Boring Machine Operator	1.96
Churn and Core Drill Operator	1.96

Classification and Craft Series	Hourly Rate
Painter Craft Series	
Paint Shop Foreman	$2.05
Painter Foreman	1.93
Painter W/F	1.81
Painter I (d)	1.68
Painter II (e)	1.88
Painter III (f)	1.88
Painter IV (g)	1.88
Plumber and Pipefitter Craft Series	
Plumber and Pipefitter	1.93
Welder P (h)	1.93
Sheet Metal Worker Craft Series	
Sheet Metal Foreman	1.96
Sheet Metal W/F	1.81
Sheet Metal Worker	1.71
Teamster Craft Series	
Truck Driver I (i)	1.35
Truck Driver II (j)	1.52
Truck Driver IV (k)	1.62
Truck Driver VI (l)	1.76
Rigger Foreman	1.76

COMPANY: Nashville Gas and Heating Co.
UNION: District 50, Mine Workers
LOCATION: Nashville, Tenn.
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: July 1947
WAGE REOPENING: None specified; 1-yr. agmt.

DISTRIBUTION SHOP

Classification	
Crew Foreman A	$ 1.25
Crew Foreman B	1.19
Crew Foreman C	1.08
Fitter A	1.25
Fitter B	1.08
Serviceman A	1.25
Serviceman B	1.08
Meter & Regulator Repairman A	1.25
Meter & Regulator Repairman B	1.08
Construction Machine Operator A	1.08
Construction Machine Operator B	.97
Helper A	.87
Helper B	.75
Compressor Operator A	.87
Compressor Operator B	.81
Pipe Layer and Caulker	.75
Air Tool Operator	.75
Laborer (Permanent)	.70
Laborer (Temporary)	.65
Janitor	.70
Maintenance Mechanic A	1.25
Maintenance Mechanic B	1.08
Hoist Operator A	1.08
Hoist Operator B	.97
Engineroom Attendant A	.98
Engineroom Attendant B	.87
Gas Maker A	.86
Gas Maker B	.76
Firebrick Repairer A	.86
Firebrick Repairer B	.76
Fireman A	.81
Fireman B	.76
Driver	.75

COMPANY: Confidential
UNION: Office Employees--AFL
LOCATION: South Atlantic
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: September 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Job Classification	Min. Start	6 Mo.	1 Yr.	18 Mo.	2 Yr.	30 Mo.	3 Yr.	42 Mo.	Max. 4 Yr.
Accountant	210	220	230	240	250	260	270	285	300
Senior Acctg. Clerk	190	195	200	210	220	230	240	250	260
Junior Acctg. Clerk	145	150	155	160	165	170	175	180	185
General Clerk—"A"	190	200	210	215	220	225	230	---	---
General Clerk—"B"	170	175	180	185	190	195	200	---	---
General Clerk—"C"	130	140	150	155	160	165	170	---	---
Bookkeeper *	155	165	170	175	185	195	205	210	215
Billing Machine Operator	140	150	160	170	180	190	200	210	220
Telephone Operator	155	160	165	170	180	185	190	195	200
Stenographer	150	160	165	175	180	190	200	205	215
Typist	115	125	135	---	---	---	---	---	---

* Classification terminates when vacated by present employees.

Job Classification	Min. Start	6 Mo.	1 Yr.	18 Mo.	2 Yr.	30 Mo.	3 Yr.	42 Mo.	Max. 4 Yr.
Head Cashier	195	205	210	220	225	230	235	---	---
Cashier	150	160	165	175	180	190	195	200	205
Collector	170	180	190	200	205	210	215	220	230
Meter Reader	130	140	155	165	175	185	190	195	200
Comptometer Operator	150	160	170	180	190	200	205	210	220
Auditor Cust. Accts.	260	270	280	290	300	305	310	315	320
Storekeeper	215	220	225	230	240	245	250	255	260
Ass't Storekeeper	165	175	185	190	195	200	205	210	215
Office Messenger	100	110	115	125	---	---	---	---	---

COMPANY: Confidential

UNION: Electrical Workers--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: ---

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 6¢ for night work

Title	Pay Group
Assistant Chief Meter Reader	16
Assistant Storekeeper	19
Assistant Switchboard Operator	14
Assistant to Mechanic Foreman	18
Auxiliary Operator A	10
Auxiliary Operator B	12
Auxiliary Operator C	14
Bill Deliverer	7
Boiler Operator A	13
Boiler Operator B	17
Boiler Operator C	18
Boiler Foreman	20
Bonus Meter Reader	1
Building Custodian A	17
Building Custodian B	21
Building Custodian—Night Duty	17
Cable Foreman A	22
Cable Puller A	9
Cable Puller B	13
Cable Puller Foreman A	18
Cable Splicer A	13
Cable Splicer B	16
Cable Splicer C	20
Cable Splicer Helper	10
Cafeteria Supervisor	12
Chief Operator A	19
Chief Operator B	22

Title	Pay Group
Chief District Operator A	24
Coal Handler A	10
Coal Handler B	13
Coal Handler C	16
Coke Delivery Helper	9
Coke Deliveryman	13
Coke Yardman	11
District Operator A	20
District Operator B	22
District Operator C	24
Driver A	8
Driver B	14
Driver Groundman	14
Elevator Operator	5
Equipment Operator A	13
Equipment Operator B	16
Equipment Operator C	19
Equipment Operator Foreman A	21
Garageman	10
Garage Mechanic A	15
Garage Mechanic B	18
Garage Mechanic Foreman A	20
Gas Meter Repairman A	11
Gas Meter Repairman B	15
Gas Meter Repairman C	16
Gas Meter Shop Foreman	22
Gas Operations Foreman	17
Gas Plant Operator A	11
Gas Plant Operator B	13
Gas Plant Operator C	15
Gas Plant Operator D	17
Gas Plant Operator E	19
Gas Utility Operator A	10
Gas Utility Operator B	12
Gas Utility Operator C	13
Gas Utility Operator D	15
Gas Utility Operator E	17
Gas Utility Operator F	19
Groundman	10
Guard	9

Head Janitor	12
Janitor	8
Laborer	9
Labor Foreman	15
Line Foreman A	21
Lineman A	14
Lineman B	16
Lineman C	19
Locomotive Crane Operator	17
Mechanic A	13
Mechanic B	16
Mechanic C	19
Mechanic Foreman A	21
Mechanic Helper	9
Meter Reader-Bonus	9
Meter Reader-Collector	12
Meter Reader-Flat Rate	11
Mill Operator	13
Operating Clerk/Storekeeper	17
Operator-Caretaker C	15
Pipeman	12
Relief Operator A	9
Relief Operator B	10
Relief Operator C	11
Relief Operator D	12
Relief Operator E	13
Relief Operator F	14
Relief Operator G	15
Relief Operator H	16
Relief Operator J	17
Relief Operator K	18
Relief Operator L	19
Relief Operator M	20
Relief Operator N	21
Relief Operator P	22
Relief Operator Q	23
Relief Operator R	24
Repairman Tester	17
Service Foreman	21
Serviceman A	9
Serviceman B	13
Serviceman C	17
Serviceman D	19
Service Representative A	16
Service Representative B	19
Shift Coal Handler A	11
Shift Coal Handler B	15
Shift Coal Handler C	17
Shift Coal Handling Foreman A	19
Shift Guard	10
Shift Janitor	9
Shift Mechanic B	17
Shift Watchman	8
Stockhandler	14
Storekeeper A	14
Storekeeper B	17
Storekeeper C	18
Storeroom Helper	11
Street Light Service Foreman A	17
Street Light Serviceman A	11
Street Light Serviceman B	14
Switchboard Operator B	15
Switchboard Operator C	17
Switchboard Operator D	19
Tester A	9
Tester B	13
Tester C	16
Tester D	19
Test Foreman A	21
Transportation Dispatcher	15
Traveling Operator	17
Troubleman A	19
Troubleman B	21
Turbine Operator B	12
Turbine Operator C	15
Watchman	7

AREA 3				AREA 2		
Hourly Equiv.			Pay	Hourly Equiv.		
Step 1	Step 1	Step 2	Group	Step 1	Step 1	Step 2
(See Footnote)				(See Footnote)		
1.955	78.20	81.60	24	1.92	76.80	80.20
1.87	74.80	78.20	23	1.835	73.40	76.80
1.79	71.60	74.80	22	1.755	70.20	73.40
1.71	68.40	71.60	21	1.675	67.00	70.20
1.635	65.40	68.40	20	1.60	64.00	67.00
1.56	62.40	65.40	19	1.525	61.00	64.00
1.495	59.80	62.40	18	1.46	58.40	61.00
1.43	57.20	59.80	17	1.40	56.00	58.40
1.365	54.60	57.20	16	1.34	53.60	56.00
1.305	52.20	54.60	15	1.285	51.40	53.60
1.25	50.00	52.20	14	1.23	49.20	51.40
1.195	47.80	50.00	13	1.175	47.00	49.20
1.145	45.80	47.80	12	1.125	45.00	47.00
1.10	44.00	45.80	11	1.08	43.20	45.00
1.055	42.20	44.00	10	1.035	41.40	43.20
1.015	40.60	42.20	9	.995	39.80	41.40
.975	39.00	40.60	8	.955	38.20	39.80
.935	37.40	39.00	7	.915	36.60	38.20
.895	35.80	37.40	6	.88	35.20	36.60
.86	34.40	35.80	5	.845	33.80	35.20
.825	33.00	34.40	4	.81	32.40	33.80
.79	31.60	33.00	3	.78	31.20	32.40
.76	30.40	31.60	2	.75	30.00	31.20
.73	29.20	30.40	1	.72	28.80	30.00

Footnote:

Area 3 applies to employees headquartered in

Area 2 applies to all other employees.

Step 1 (minimum rate) applies during first six months of employment in any job or jobs classified in the indicated pay group, except as otherwise set forth below.

Step 2 (maximum rate) applies after first six months of employment in any job or jobs classified in the indicated pay group, except as otherwise set forth below.

Promotion. Upon promotion of an employee to a higher rated job, he will be advanced to Step 2 of the applicable pay group if his former rate was equal to or in excess of Step 1 of the pay group applicable to his new job assignment.

Demotion. Upon demotion of an employee to a lower rated job, he will be reduced only to Step 2 of the pay group applicable to his new job assignment.

COMPANY: Confidential

UNION: Electrical Workers--AFL

LOCATION: Great Lakes

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ for night work

INSIDE PLANT

Janitor (Generating Stations) (Substation)
Laborer (Generating Stations)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$190.60	3	—	—
195.60	3	0	3
200.60	9	0	6
205.60	9	1	3
210.60	12	2	0
218.10	Maximum	3	0

Apprentice Operator (Substation)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$185.60	6	—	—
190.60	6	0	6
195.60	6	1	0
200.60	6	1	6
205.60	6	2	0
210.60	6	2	6
215.60	9	3	0
220.60	9	3	9
225.60	Maximum	4	6

Boiler Cleaner (Generating Stations)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$190.60	3	—	—
195.60	3	0	3
200.60	6	0	6
205.60	6	1	0
210.60	6	1	6
215.60	9	2	0
220.60	9	2	9
228.10	Maximum	3	6

Coal Handler (Generating Stations)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$190.60	3	—	—
195.60	3	0	3
200.60	6	0	6
205.60	9	1	0
210.60	9	1	9
215.60	9	2	6
220.60	12	3	3
228.10	Maximum	4	3

Helper, Battery Service (Substation)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$193.10	3	—	—
198.10	3	0	3
203.10	6	0	6
208.10	9	1	0
213.10	9	1	9
218.10	9	2	6
223.10	12	3	3
230.60	Maximum	4	3

Gate Officer (Generating Stations)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$195.60	3	—	—
200.60	3	0	3
205.60	6	0	6
210.60	9	1	0
215.60	9	1	9
220.60	9	2	6
225.60	12	3	3
233.10	Maximum	4	3

Gardener (Generating Stations)
Helper, Generating Stations (Generating Stations)
Screen Attendant (Generating Stations)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$195.60	3	—	—
200.60	3	0	3
205.60	6	0	6
210.60	6	1	0
215.60	9	1	6
220.60	9	2	3
225.60	9	3	0
230.60	12	3	9
238.10	Maximum	4	9

Auxiliary Operator, Electrical (Generating Stations)
Auxiliary Operator, Steam (Generating Stations)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$203.10	3	—	—
208.10	6	0	3
213.10	6	0	9
218.10	6	1	3
223.10	9	1	9
228.10	9	2	6
233.10	9	3	3
238.10	9	4	0
245.60	Maximum	4	9

Conveyor Attendant (Generating Stations)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$208.10	3	—	—
213.10	6	0	3
218.10	6	0	9
223.10	6	1	3
228.10	9	1	9
233.10	9	2	6
238.10	9	3	3
243.10	9	4	0
250.60	Maximum	4	9

Locomotive Fireman (Generating Stations)
Switchman (Generating Stations)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$215.60	6	—	—
220.60	6	0	6
225.60	6	1	0
230.60	6	1	6
235.60	6	2	0
240.60	6	2	6
245.60	9	3	0
250.60	9	3	9
255.60	Maximum	4	6

Repairman, Battery Service (Substation)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$228.10	6	—	—
233.10	6	0	6
238.10	6	1	0
243.10	6	1	6
248.10	6	2	0
253.10	6	2	6
258.10	9	3	0
263.10	9	3	9
268.10	Maximum	4	6

Boiler Mechanic, 2nd Grade (Generating Stations)
Building Maintenance Man (Substation)
Mechanic, 2nd Grade, Building and Yards (Generating Stations)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$230.60	6	—	—
235.60	6	0	6
240.60	6	1	0
245.60	6	1	6
250.60	6	2	0
255.60	6	2	6
260.60	9	3	0
265.60	9	3	9
270.60	Maximum	4	6

Electrical Mechanic, 2nd Grade, Generating Stations (Generating Stations)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$235.60	6	—	—
240.60	6	0	6
245.60	6	1	0
250.60	6	1	6
255.60	6	2	0
260.60	6	2	6
265.60	9	3	0
270.60	9	3	9
275.60	Maximum	4	6

Assistant Switchboard Operator (Generating Stations)
Boiler Operator, 2nd Grade (Generating Stations)
Machinist, 2nd Grade, Generating Stations (Generating Stations)
Turbine Operator, 2nd Grade (Generating Stations)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$240.60	6	—	—
245.60	6	0	6
250.60	6	1	0
255.60	6	1	6
260.60	6	2	0
265.60	6	2	6
270.60	9	3	0
275.60	9	3	9
280.60	Maximum	4	6

Crane Operator, 2nd Grade (Generating Stations)
Inspector, Battery Service (Substation)
Painter (Generating Stations)
Pipecoverer (Generating Stations)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$248.10	6	—	—
253.10	6	0	6
258.10	6	1	0
263.10	6	1	6
268.10	9	2	0
273.10	9	2	9
278.10	9	3	6
283.10	9	4	3
288.10	Maximum	5	0

Principal Battery Repairman (Substation)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$258.10	6	—	—
263.10	6	0	6
268.10	6	1	0
273.10	6	1	6
278.10	9	2	0
283.10	9	2	9
288.10	9	3	6
293.10	9	4	3
298.10	Maximum	5	0

Blacksmith (Generating Stations)
Crane Operator (Generating Stations)
Locksmith (Substation)
Mechanic, Building and Yards (Generating Stations)
Turbine Operator (Generating Stations)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$265.60	6	—	—
270.60	6	0	6
275.60	6	1	0
280.60	6	1	6
285.60	9	2	0
290.60	9	2	9
295.60	9	3	6
300.60	9	4	3
305.60	Maximum	5	0

Boiler Mechanic (Generating Stations)
Electrical Mechanic, Generating Stations (Generating Stations)
Furnace Mechanic (Generating Stations)
Lead Burner (Substation)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$270.60	6	—	—
275.60	6	0	6
280.60	6	1	0
285.60	6	1	6
290.60	9	2	0
295.60	9	2	9
300.60	9	3	6
305.60	9	4	3
310.60	Maximum	5	0

Boiler Operator (Generating Stations)
Locomotive Crane Operator (Generating Stations)
Locomotive Engineer (Generating Stations)
Machinist, Generating Stations (Generating Stations)
Pipefitter, Generating Stations (Generating Stations)
Principal Painter (Generating Stations)
Switchboard Operator (Generating Stations)
Welder, Generating Stations (Generating Stations)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$288.10	6	—	—
293.10	6	0	6
298.10	6	1	0
303.10	6	1	6
308.10	9	2	0
313.10	9	2	9
318.10	9	3	6
323.10	9	4	3
328.10	Maximum	5	0

Principal Boiler Mechanic (Generating Stations)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$303.10	6	—	—
308.10	6	0	6
313.10	6	1	0
318.10	6	1	6
323.10	6	2	0
328.10	9	2	6
333.10	9	3	3
338.10	9	4	0
343.10	9	4	9
348.10	Maximum	5	6

Schedules of Regular Monthly Rates of Pay

SUBSTATION DEPARTMENT

Job Classification	Pay Schedule
Assistant Operator	Fixed at $249.60[a]
Assistant Watch Operator, Distributing Station	Fixed at 288.10[a]
Assistant Watch Operator, 2nd Grade, Distributing Station	Fixed at 278.10[a]
Inspector, Unattended Substations	Fixed at 303.24[a]
Inspector, 2nd Grade, Unattended Substations	Fixed at 288.10[a]
Operator	
5th Class Substation	Fixed at 254.86[a]
4th Class Substation	Fixed at 259.98[a]
3rd Class Substation	Fixed at 267.60[a]
2nd Class Substation	Fixed at 272.74[a]
1st Class Substation	Fixed at 277.86[a]
Class "A" Substation	Fixed at 282.98[a]
Class "B" Substation	Fixed at 288.10[a]
Class "C" Substation	Fixed at 293.24[a]
Operator, Control Center	Fixed at 288.10[a]
Relief Operator	Fixed at 318.60[a]
Senior Operator	
5th Class Substation	Fixed at 272.74[a]
4th Class Substation	Fixed at 277.86[a]
3rd Class Substation	Fixed at 282.98[a]
2nd Class Substation	Fixed at 288.10[a]
1st Class Substation	Fixed at 293.24[a]
Class "A" Substation	Fixed at 298.36[a]
Class "B" Substation	Fixed at 303.48[a]
Class "C" Substation	Fixed at 308.60[a]
Watch Operator, Distributing Station	
3rd Class Station	Fixed at 298.36[a]
2nd Class Station	Fixed at 308.60[a]
1st Class Station	Fixed at 318.86[a]

[a]Plus $60.00 at the rate of $10.00 for each three years of uninterrupted substation operating service.

OUTSIDE PLANT

Janitress—(156 Hrs. per Mo.) (Service Buildings)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$123.54	3	—	—
128.54	6	0	3
133.54	6	0	9
138.54	12	1	3
143.54	Maximum	2	3

Domestic, Merchandise Sales (Merchandise Sales)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$140.60	3	—	—
145.60	3	0	3
150.60	6	0	6
155.60	6	1	0
160.60	9	1	6
165.60	12	2	3
170.60	Maximum	3	3

Matron (Service Buildings)
Stockman, Grade C (Purchasing)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$145.60	3	—	—
150.60	3	0	3
155.60	6	0	6

160.60	6	1	0
165.60	6	1	6
170.60	9	2	0
175.60	9	2	9
180.60	12	3	6
185.60	Maximum	4	6

Checker, Appliances (Service and Meter)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$155.60	3	—	—
160.60	3	0	3
165.60	6	0	6
170.60	6	1	0
175.60	6	1	6
180.60	9	2	0
185.60	9	2	9
190.60	12	3	6
195.60	Maximum	4	6

Serviceman, Grade D (Service and Meter)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$175.60	3	—	—
180.60	3	0	3
185.60	6	0	6
190.60	9	1	0
195.60	9	1	9
200.60	12	2	6
208.10	Maximum	3	6

Meter Reader (Revenue Accounts)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$170.60	3	—	—
175.60	3	0	3
180.60	6	0	6
185.60	6	1	0
190.60	6	1	6
195.60	6	2	0
200.60	9	2	6
205.60	9	3	3
210.60	12	4	0
218.10	Maximum	5	0

Janitor (Construction) (Customer) (Electricity Sales) (Merchandise Sales) (Service Buildings) (Testing)
Laborer (Construction)
Watchman, Building Service (Revenue Accounts) (Transportation)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$190.60	3	—	—
195.60	3	0	3
200.60	9	0	6
205.60	9	1	3
210.60	12	2	0
218.10	Maximum	3	0

Elevator Operator (Service Buildings)
Groundman (Construction)
Laborer, Conduit (Construction)
Window Washer (Service Buildings)
Yardman (Stone Conduit Production)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$190.60	3	—	—
195.60	3	0	3
200.60	6	0	6
205.60	9	1	0
210.60	9	1	9
215.60	12	2	6
223.10	Maximum	3	6

Cable Handler (Construction)
Cable Stripper (Purchasing)
Garage Attendant (Transportation)
Helper, Chemical Laboratory (Testing)
Helper, Meter Testing (Service and Meter)
Watchman, Service Buildings (Service Buildings)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$190.60	3	—	—
195.60	3	0	3
200.60	6	0	6
205.60	9	1	0
210.60	9	1	9
215.60	9	2	6
220.60	12	3	3
228.10	Maximum	4	3

Automobile Washer (Transportation)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$190.60	3	—	—
195.60	3	0	3
200.60	6	0	6
205.60	6	1	0
210.60	9	1	6
215.60	9	2	3
220.60	9	3	0
225.60	12	3	9
233.10	Maximum	4	9

Building Service Operator, 3rd Grade (Service Buildings)
Helper, Automobile Repair (Transportation)
Helper, Testing Dept. (Testing)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$195.60	3	—	—
200.60	3	0	3
205.60	6	0	6
210.60	6	1	0
215.60	9	1	6
220.60	9	2	3
225.60	9	3	0
230.60	12	3	9
238.10	Maximum	4	9

Meter Mechanic, Junior Grade (Shop) (Service and Meter)
Meter Tester, Junior Grade (Shop and Field) (Service and Meter)
Operator, Construction Field Equipment (Construction)
Serviceman, Grade C (Service and Meter)
Stockman, Grade B (Merchandise Sales) (Purchasing) (Service and Meter) (Transportation)
Supply and Equipment Man, Overhead, Field (Construction)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$195.60	3	—	—
200.60	6	0	3
205.60	6	0	9
210.60	6	1	3
215.60	9	1	9
220.60	9	2	6
225.60	9	3	3
230.60	9	4	0
238.10	Maximum	4	9

Helper, Cable (Construction)
Helper, Overhead (Construction)
Helper, Station Electrical (Construction)
Helper, Shops and Tool Service (Construction)
Mechanic, Conduit (Construction)
Operator, 2nd Grade (Stone Conduit Production)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$200.60	3	—	—
205.60	3	0	3
210.60	6	0	6
215.60	9	1	0
220.60	9	1	9
225.60	9	2	6
230.60	12	3	3
238.10	Maximum	4	3

Assistant to Foreman (Construction)
Dispatcher's Assistant, Conduit Supply (Construction)
Property Custodian (Electricity Sales)
Rodman (Construction)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$200.60	3	—	—
205.60	6	0	3
210.60	6	0	9
215.60	6	1	3
220.60	9	1	9
225.60	9	2	6
230.60	9	3	3
235.60	9	4	0
243.10	Maximum	4	9

Inspector, Junior Grade, Conduit (Construction)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$210.60	3	—	—
215.60	6	0	3
220.60	6	0	9
225.60	9	1	3
230.60	9	2	0
235.60	9	2	9
243.10	Maximum	3	6

Meter Mechanic, Repair Room (Service and Meter)
Patrolman, Property Protection (Revenue Protection)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$208.10	3	—	—
213.10	6	0	3
218.10	6	0	9
223.10	6	1	3
228.10	9	1	9
233.10	9	2	6
238.10	9	3	3
243.10	9	4	0
250.60	Maximum	4	9

Operator, Sr. Gr., Construction Field Equipment (Construction)
Supply and Equipment Man, Sr. Gr., Overhead, Field (Construction)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$218.10	6	—	—
223.10	6	0	6
228.10	6	1	0
233.10	6	1	6
238.10	6	2	0
243.10	9	2	6
248.10	9	3	3
253.10	Maximum	4	0

Inspector, Junior Grade, Wiring (Service and Meter)
Patrolman, Conduit (Construction)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$215.60	6	—	—
220.60	6	0	6
225.60	6	1	0
230.60	6	1	6
235.60	6	2	0
240.60	6	2	6
245.60	9	3	0
250.60	9	3	9
255.60	Maximum	4	6

Chauffeur (Transportation)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$213.10	6	—	—
218.10	6	0	6
223.10	6	1	0
228.10	6	1	6
233.10	6	2	0
238.10	6	2	6
243.10	6	3	0
248.10	6	3	6
253.10	9	4	0
258.10	9	4	9
263.10	Maximum	5	6

Building Service Operator, 2nd Grade (Service Buildings)
Loader Operator, Conduit (Construction)
Maintenance Mechanic, 2nd Grade (Stone Conduit Production)
Map and Inventory Recorder (Construction)
Mechanic, Junior Grade, Office Appliances (Office Service and Equipment)
Mechanic, 2nd Grade, Station Electrical (Construction)
Mechanic, 2nd Grade, Shops and Tool Service (Construction)
Operator, 1st Grade (Stone Conduit Production)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$223.10	6	—	—
228.10	6	0	6
233.10	6	1	0
238.10	6	1	6
243.10	6	2	0
248.10	6	2	6
253.10	9	3	0
258.10	9	3	9
263.10	Maximum	4	6

Lineman B (Construction)
Machinist, 2nd Grade, Construction (Construction)
Meter Mechanic (Field Demand) (Service and Meter)
Meter Mechanic, Meter Shop (Service and Meter)
Meter Tester (Field) (Service and Meter)
Meter Tester (Shop) (Service and Meter)
Tool and Material Checker, Cable (Construction)
Toolroom Keeper (Construction) (Service and Meter)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$230.60	6	—	—
235.60	6	0	6
240.60	6	1	0
245.60	6	1	6
250.60	6	2	0
255.60	6	2	6
260.60	9	3	0
265.60	9	3	9
270.60	Maximum	4	6

Compressor Operator, Overhead (Construction)
Dispatcher, Cable Inspection (Construction)
Dispatcher, District Cable Work (Construction)
Mechanic, Pump Maintenance (Construction)
Stockman, Grade A (Merchandise Sales) (Purchasing) (Service and Meter) (Transportation)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$235.60	6	—	—
240.60	6	0	6
245.60	6	1	0
250.60	6	1	6
255.60	6	2	0
260.60	6	2	6
265.60	9	3	0
270.60	9	3	9
275.60	Maximum	4	6

Dispatcher, Shops and Tool Service (Construction)
Physical Property Recorder (Construction)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$240.60	6	—	—
245.60	6	0	6
250.60	6	1	0
255.60	6	1	6
260.60	6	2	0
265.60	6	2	6
270.60	9	3	0
275.60	9	3	9
280.60	Maximum	4	6

Building Service Operator, Garland Court (Construction)
Inspector, Conduit (Construction)
Material Assignment Planner (Construction)
Painter (Construction) (Service Buildings)
Serviceman, Grade B (Service and Meter)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$248.10	6	—	—
253.10	6	0	6
258.10	6	1	0
263.10	6	1	6
268.10	9	2	0
273.10	9	2	9
278.10	9	3	6
283.10	9	4	3
288.10	Maximum	5	0

Meter Mechanic, Senior Grade (Shop) (Service and Meter)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$253.10	6	—	—
258.10	6	0	6
263.10	6	1	0
268.10	6	1	6
273.10	9	2	0
278.10	9	2	9
283.10	9	3	6
288.10	9	4	3
293.10	Maximum	5	0

Automobile Dispatcher (Transportation)
Dispatcher, Field Inspection Work (Revenue Protection)
Stockman, Senior Grade (Purchasing)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$258.10	6	—	—
263.10	6	0	6
268.10	6	1	0
273.10	6	1	6
278.10	9	2	0
283.10	9	2	9
288.10	9	3	6
293.10	9	4	3
298.10	Maximum	5	0

Automobile Repairman (Transportation)
Dispatcher, Conduit Supply (Construction)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$255.60	6	—	—
260.60	6	0	6
265.60	6	1	0
270.60	6	1	6
275.60	6	2	0
280.60	6	2	6
285.60	9	3	0
290.60	9	3	9
295.60	9	4	6
300.60	9	5	3
305.60	Maximum	6	0

Blacksmith (Construction)
Carpenter (Construction)
Inspector, Repaving (Construction)
Layout Man, Sheet Metal (Construction)
Maintenance Mechanic (Stone Conduit Production)
Mechanic, Lighting Division (Testing)
Mechanic, Station Electrical (Construction)
Mechanic, Shops and Tool Service (Construction)
Principal Stockman, Shops and Tool Service (Construction)
Principal Toolroom Keeper (Construction)
Rigger (Construction)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$265.60	6	—	—
270.60	6	0	6
275.60	6	1	0
280.60	6	1	6
285.60	9	2	0
290.60	9	2	9
295.60	9	3	6
300.60	9	4	3
305.60	Maximum	5	0

Squad Operator, Property Protection (Revenue Protection)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$260.60	6	—	—
265.60	6	0	6
270.60	6	1	0
275.60	6	1	6
280.60	6	2	0
285.60	6	2	6
290.60	9	3	0
295.60	9	3	9
300.60	9	4	6
305.60	9	5	3
310.60	Maximum	6	0

Building Service Operator (Service Buildings)
Compressor Operator, Conduit (Construction)
Meter Mechanic, Senior Grade (Field) (Indicating Demand) (Service and Meter)
Meter Mechanic, Special (Shop) (Service and Meter)
Meter Tester, Senior Grade (Field, AC) (Service and Meter)
Meter Tester, Senior Grade (Field, DC) (Service and Meter)
Planner, Cable Work (Construction)
Principal Mechanic, Manhole Cleaning, Conduit (Construction)
Principal Stockman (Service and Meter) (Transportation)
Welder, Construction (Construction)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$270.60	6	—	—
275.60	6	0	6
280.60	6	1	0
285.60	6	1	6
290.60	9	2	0
295.60	9	2	9
300.60	9	3	6
305.60	9	4	3
310.60	Maximum	5	0

Dispatcher, Conduit Work (Construction)
Dispatcher, Overhead Maintenance (Construction)
Dispatcher, Overhead Work Planning (Construction)
Inspector, Wiring (Service and Meter)
Meter Mechanic, Senior Grade (Field) (Recording Demand) (Service and Meter)
Principal Painter, Service Buildings (Service Buildings)
Principal Sign Maintenance Man (Service and Meter)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$275.60	6	—	—
280.60	6	0	6
285.60	6	1	0
290.60	6	1	6
295.60	9	2	0
300.60	9	2	9
305.60	9	3	6
310.60	9	4	3
315.60	Maximum	5	0

Apparatus Repairman (Construction)
Cabinet Maker (Construction)
Crane Operator, Transportation Department (Transportation)
Dispatcher, Cable Supply (Construction)
Dispatcher, District Meter Work (Service and Meter)
Inspector, Plumbing and Heating (Construction)
Layout Man, Assembly and Machine (Construction)
Lineman (Construction)
Machinist, Construction (Construction)
Mechanic, Office Appliances (Office Service and Equipment)
Meter Tester, Special (Field) (Service and Meter)
Principal Mechanic, Maintenance and Repair, Conduit (Construction)
Principal Mechanic, Meter Testing Equipment (Service and Meter)
Principal Mechanic, Shops and Tool Service (Construction)
Principal Mechanic, Structural Maintenance and Alterations (Construction)
Principal Meter Mechanic, Demand Meters (Shop) (Service and Meter)
Principal Meter Mechanic, Demand Registers (Shop) (Service and Meter)
Principal Meter Mechanic, Watthour Meters (Shop) (Service and Meter)
Principal Meter Tester (Shop) (Service and Meter)
Principal Painter, Station Electrical (Construction)
Principal Rigger (Construction)
Serviceman, Grade A (Service and Meter)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$288.10	6	—	—
293.10	6	0	6
298.10	6	1	0
303.10	6	1	6
308.10	9	2	0
313.10	9	2	9
318.10	9	3	6
323.10	9	4	3
328.10	Maximum	5	0

Cable Splicer (Construction)
Electrical Mechanic, Station Installation (Construction)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$268.10	6	—	—
273.10	6	0	6
278.10	6	1	0
283.10	6	1	6
288.10	6	2	0
293.10	6	2	6
298.10	6	3	0
303.10	6	3	6
308.10	9	4	0
313.10	9	4	9
318.10	9	5	6
323.10	9	6	3
328.10	Maximum	7	0

Dispatcher, Cable Trouble Work (Construction)
Dispatcher, Contract Work Supplies (Construction)
Dispatcher, District Overhead Work (Construction)
Dispatcher, Overhead Trouble Work (Construction)
Dispatcher, Sr. Grade, Conduit Work (Construction)
Dispatcher, Sr. Grade, District Cable Work (Construction)
Dispatcher, Structural Maintenance and Alterations (Construction)
Planner, Shop Production (Construction)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$293.10	6	—	—
298.10	6	0	6
303.10	6	1	0
308.10	6	1	6
313.10	9	2	0
318.10	9	2	9
323.10	9	3	6
328.10	9	4	3
333.10	Maximum	5	0

Dispatcher, Customer's Service Work (Service and Meter)
Inspector, Test Meters (Revenue Protection)
Meter Tester, Special (Large AC and DC) (Service and Meter)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$298.10	6	—	—
303.10	6	0	6
308.10	6	1	0
313.10	6	1	6
318.10	9	2	0
323.10	9	2	9
328.10	9	3	6
333.10	9	4	3
338.10	Maximum	5	0

Dispatcher, Material and Tool Supply (Construction)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$298.10	6	—	—
303.10	6	0	6
308.10	6	1	0
313.10	6	1	6
318.10	6	2	0
323.10	9	2	6
328.10	9	3	3
333.10	9	4	0
338.10	9	4	9
343.10	Maximum	5	6

Mechanician, Testing Department (Testing)
Principal Apparatus Repairman (Construction)
Principal Mechanic, Demand Metering (Field) (Service and Meter
Principal Mechanic, Station Installation (Construction)
Principal Tree Trimmer (Construction)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$303.10	6	—	—
308.10	6	0	6
313.10	6	1	0
318.10	6	1	6
323.10	6	2	0
328.10	9	2	6
333.10	9	3	3
338.10	9	4	0
343.10	9	4	9
348.10	Maximum	5	6

Inspector, Sign and Lighting Maintenance (Service and Meter)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$308.10	6	—	—
313.10	6	0	6
318.10	6	1	0
323.10	6	1	6
328.10	6	2	0
333.10	9	2	6
338.10	9	3	3
343.10	9	4	0
348.10	9	4	9
353.10	Maximum	5	6

Inspector, Cable (Construction)
Inspector, Revenue Protection (Revenue Protection)
Inspector, Senior Grade, Wiring (Service and Meter)
Planner, Senior Grade, Shop Production (Construction)
Principal Serviceman (Service and Meter)
Principal Mechanic, Oil Switch Repair (Construction)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$313.10	6	—	—
318.10	6	0	6
323.10	6	1	0
328.10	6	1	6
333.10	6	2	0
338.10	9	2	6
343.10	9	3	3
348.10	9	4	0
353.10	9	4	9
358.10	Maximum	5	6

Troubleman, Cable (Construction)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$318.10	6	—	—
323.10	6	0	6
328.10	6	1	0
333.10	6	1	6
338.10	6	2	0
343.10	9	2	6
348.10	9	3	3
353.10	9	4	0
358.10	9	4	9
363.10	Maximum	5	6

Inspector, Overhead (Construction)
Laboratory Mechanician (Testing)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$323.10	6	—	—
328.10	6	0	6
333.10	6	1	0
338.10	6	1	6
343.10	6	2	0
348.10	9	2	6
353.10	9	3	3
358.10	9	4	0
363.10	9	4	9
368.10	Maximum	5	6

Circuitman (Construction)

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$338.10	6	—	—
343.10	6	0	6
348.10	6	1	0
353.10	6	1	6
358.10	6	2	0
363.10	9	2	6
368.10	9	3	3
373.10	9	4	0
378.10	9	4	9
383.10	Maximum	5	6

COMPANY: Confidential

UNION: Electrical Workers--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: ---

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: Night workers paid at next higher rate above their regular rate

Title	Pay Group
Assistant Results Foreman A	19
Assistant Supvr.—Comm'l Bookkeeping	21
Assistant Supvr.—Stenographic Dept.	15
Assistant Supvr.—Tabulating Section	20
Balance and Control Clerk	12
Bill Information Clerk	8
Bill Printer Operator	13
Blueprint and Photostat Operator A	6
Blueprint and Photostat Operator B	10
Cash Poster	8
Chief Clerk--Credit and Collection Sec.	20
Chief Clerk—Customer Service—Personal Contact	20
Chief Operator—Cust Serv. Tel.	17
Clerk A—Except Personnel Dept. Emp.	3
Clerk B—Except Personnel Dept. Emp.	7
Clerk C—Except Personnel Dept. Emp.	11
Clerk D—Except Personnel Dept. Emp.	15
Clerk E—Except Personnel Dept. Emp.	18
Coke Sales Dispatcher	16
Coke Sales Inspector	16
Coke Salesman	14
Collector	14
Commercial Representative A	14
Commercial Representative B	18
Commercial and Industrial Rep.	22
Construction Inspector A	12
Construction Inspector B	16
Construction Inspector C	20
Customer Service Representative A-PC	13
Customer Service Representative B-PC	17
Customer Service—Telephone Opr.	12
Designer A	12
Designer B	16
Designer C	20
Display Man A	14
Display Man B	19
Display Helper	10
Distribution Cost Analysis Clerk	16
Distribution Inspector A	9
Distribution Inspector B	13
Distribution Inspector C	16
Distribution Inspector D	19
Distribution Planner A	12
Distribution Planner B	16
Distribution Planner C	20
Draftsman A	8
Draftsman B	12
Draftsman C	16
Draftsman D	20
Engineer A	20
Floor Attendant A	9
Floor Attendant B	13
Floor Attendant C	17
Floor Supervisor	21
Gas Distribution Inspector	12
Gas Distribution Planner	20
Gas Operations Clerk	15
Head Clerk—Addressograph	18
Head Receiving Teller	17
Home Lighting Supervisor	19
Home Service Supervisor	19
Home Service and Lighting Rep. A	7
Home Service and Lighting Rep. B	11
Home Service and Lighting Rep. C	15
Instrument Man A	16
Instrument Man B	20
Key Punch Operator A	7
Key Punch Operator B	10
Load Supervisor A	20
Matching and Checking Clerk	10
Matron	3
Meter Book Clerk	11
Office Appliance Operator	9
Office Messenger	1
Outside Investigator	19
Photographer A	10
Photographer B	15
Plant Cost Analysis Clerk	19
Plant Inventory Recorder A	8
Plant Inventory Recorder B	12
Plant Inventory Recorder C	16
Plant Inventory Recorder D	20
Receiving Teller	11
Receptionist—Customers' Service	12
Receptionist — General	10
Right of Way Man A	18
Rodman A	8
Rodman B	12
Service Dispatcher A	16
Service Dispatcher B	19
Service Inspector	18
Special Clerk (Except those who are definitely supervisory employees or who handle confidential personnel matter for department heads)	21
Stenographer A—Except Per. Dept. Emp.	7
Stenographer B—Except Per. Dept. Emp.	11
Surveyor A	20
Surveyor B	24
Tabulating Machine Operator A	7
Tabulating Machine Operator B	12
Tabulating Machine Operator C	17
Technician A	9
Technician B	13
Technician C	17
Technician D	21

Telephone Operator—PBX	9
Teller Clerk	8
Transfer and Adjustment Clerk	12
Typist A—Except Personnel Dept. Emp.	5
Typist B—Except Personnel Dept. Emp.	8

AREA 3				AREA 2		
Hourly Equiv. Step 1	Step 1	Step 2	Pay Group	Hourly Equiv. Step 1	Step 1	Step 2
(See Footnote)				(See Footnote)		
1.955	78.20	81.60	24	1.92	76.80	80.20
1.87	74.80	78.20	23	1.835	73.40	76.80
1.79	71.60	74.80	22	1.755	70.20	73.40
1.71	68.40	71.60	21	1.675	67.00	70.20
1.635	65.40	68.40	20	1.60	64.00	67.00
1.56	62.40	65.40	19	1.525	61.00	64.00
1.495	59.80	62.40	18	1.46	58.40	61.00
1.43	57.20	59.80	17	1.40	56.00	58.40
1.365	54.60	57.20	16	1.34	53.60	56.00
1.305	52.20	54.60	15	1.285	51.40	53.60
1.25	50.00	52.20	14	1.23	49.20	51.40
1.195	47.80	50.00	13	1.175	47.00	49.20
1.145	45.80	47.80	12	1.125	45.00	47.00
1.10	44.00	45.80	11	1.08	43.20	45.00
1.055	42.20	44.00	10	1.035	41.40	43.20
1.015	40.60	42.20	9	.995	39.80	41.40
.975	39.00	40.60	8	.955	38.20	39.80
.935	37.40	39.00	7	.915	36.60	38.20
.895	35.80	37.40	6	.88	35.20	36.60
.86	34.40	35.80	5	.845	33.80	35.20
.825	33.00	34.40	4	.81	32.40	33.80
.79	31.60	33.00	3	.78	81.20	32.40
.76	30.40	31.60	2	.75	30.00	31.20
.73	29.20	30.40	1	.72	28.80	30.00

Footnote:

Area 3 applies to employees headquartered in

Area 2 applies to all other employees.

Step 1 (minimum rate) applies during first six months of employment in any job or jobs classified in the indicated pay group, except as otherwise set forth below.

Step 2 (maximum rate) applies after first six months of employment in any job or jobs classified in the indicated pay group, except as otherwise set forth below.

Promotion. Upon promotion of an employee to a higher rated job, he will be advanced to Step 2 of the applicable pay group if his former rate was equal to or in excess of Step 1 of the pay group applicable to his new job assignment.

Demotion. Upon demotion of an employee to a lower rated job, he will be reduced only to Step 2 of the pay group applicable to his new job assignment.

COMPANY: Confidential

UNION: Utility Workers--CIO

LOCATION: Pacific

SIZE OF COMMUNITY: ---

EFFECTIVE DATE: March 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 4¢ on swing, 6¢ on graveyard shift

Male Classifications	Job Company	Starting	Intermediate ..... 3 Mo.	Basic ..... 6 Mo.	Intermediate 3 Mo. 9 Mo.	Standard 6 Mo. 12 Mo.
Absorption Plant Operator		$247.25	$259.17	$271.09	$283.01	$288.94
Absorption Plant Operator No. 2		239.06	250.87	262.68	268.59	274.50
Addressograph Operator		192.37	203.86	215.35	226.84	238.39
Adjuster		222.47	240.28	252.15	269.95	281.72
Air Conditioning Serviceman		248.29	260.26	272.23	284.20	296.16
Assistant Blueprinter		192.37	203.86	215.35	226.84	238.39
Assistant Elevator Starter		189.86	201.20	206.87	218.21	223.95
Auto Bodyman		194.72	212.16	229.61	241.24	252.83
Auxiliary Engineman		224.95	236.64	248.33	254.17	260.05
Blacksmith		194.72	212.16	229.61	241.24	252.83
Branch Office Representative		207.41	219.10	230.79	248.33	260.05
Butadiene Dispatcher		250.36	268.47	280.54	298.64	310.60
Canteen Aid		187.18	192.77	198.36	203.95	209.50
Carpenter		216.66	222.44	228.22	239.78	245.61
Chainman		188.52	199.78	205.41	211.04	216.73
Chart Collector		192.37	203.86	215.35	226.84	238.39
Clerk A		222.47	240.28	252.15	269.95	281.72
Clerk B		192.37	203.86	215.35	226.84	238.39
Clerk-Cashier		192.37	203.86	215.35	226.84	238.39
Collector		194.72	212.16	229.61	241.24	252.83
Compositor		274.50	286.57	298.64	310.71	322.65
Crane Operator		219.10	230.79	242.48	254.17	260.05
Crewman		192.37	203.86	215.35	226.84	238.39
Customer Service Representative		247.25	259.17	265.13	277.05	288.94
Dicyclo Operator		239.06	250.87	262.68	268.59	274.50
Displayman		222.47	240.28	252.15	269.95	281.72
Distribution Pressureman		239.06	250.87	262.68	268.59	274.50
Electrician		243.72	249.60	255.47	261.35	267.27
Elevator Operator		187.18	192.77	198.36	203.95	209.50
Elevator Starter		193.54	210.88	222.44	234.00	245.61
Engineering Aid		192.37	203.86	215.35	226.84	238.39
Field Meterman #1		220.22	231.97	243.72	255.47	267.27
Field Meterman #2		192.37	203.86	215.35	226.84	238.39
Filterman		239.06	250.87	262.68	268.59	274.50
Fire Patrolman		234.34	246.21	258.08	269.95	281.72
Fireman		$193.54	$210.88	$222.44	$234.00	$245.61
Fitter		193.54	210.88	222.44	234.00	245.61
Fitter-Welder		223.79	229.61	235.42	247.05	257.83
Gas Dispatcher		247.25	259.17	271.09	283.01	288.94
Gas Dispatcher (General), Cen. Div.		262.43	274.50	286.57	298.64	310.60

Gas Dispatcher (Distr.), Cen. Div.	248.29	260.26	272.23	284.20	296.16
Gas Engine Mechanic	248.29	260.26	272.23	284.20	296.16
Gas Maker	227.25	239.06	250.87	262.68	274.50
Gauger	222.47	240.28	252.15	269.95	281.72
Helper	188.52	199.78	205.41	211.04	216.73
Industrial Serviceman	248.29	260.26	272.23	284.20	296.16
Instrument Repairman	248.29	260.26	272.23	284.20	296.16
Janitor	187.18	192.77	198.36	203.95	209.50
Journeyman Blacksmith	222.47	240.28	252.15	269.95	281.72
Journeyman Carpenter	244.97	250.87	256.78	268.59	274.50
Journeyman Electrician	272.23	278.21	284.20	290.18	296.16
Journeyman Mechanic	222.47	240.28	252.15	269.95	281.72
Journeyman Painter	244.97	250.87	256.78	268.59	274.50
Journeyman Welder	253.21	265.13	271.09	283.01	288.94
Key Punch Operator	192.37	203.86	215.35	226.84	238.39
Lead Janitor	189.86	201.20	206.87	218.21	223.95
Leadman	228.41	240.28	258.08	269.95	281.72
Machine Operator	192.37	203.86	215.35	226.84	238.39
Machinist	247.25	253.21	265.13	277.05	288.94
Machinist "B"	194.72	212.16	229.61	241.24	252.83
Mechanic #1	194.72	212.16	229.61	241.24	252.83
Mechanic #2	191.20	202.62	214.04	225.46	231.17
Mechanic-Welder	252.15	264.02	269.95	275.89	281.72
Messenger	187.18	192.77	198.36	203.95	209.50
Meter Clock Repairman	220.22	231.97	243.72	255.47	267.27
Meter Prover	213.26	224.95	236.64	248.33	260.05
Meter Reader	192.37	203.86	215.35	226.84	238.39
Meter Repairman #1	194.72	212.16	229.61	241.24	252.83
Meter Repairman #2	192.37	203.86	215.35	226.84	238.39
Meter Shop Man	189.86	201.20	206.87	218.21	223.95
Office Equipment Repairman	262.43	274.50	286.57	298.64	310.60
Oiler	193.54	210.88	222.44	234.00	245.61
Order Cashier	193.54	210.88	222.44	234.00	245.61
Order Clerk	$193.54	$210.88	$222.44	$234.00	$245.61
Order Dispatcher	220.22	231.97	243.72	255.47	267.27
Painter	216.66	222.44	228.22	239.78	245.61
Patrolman	194.72	212.16	229.61	241.24	252.83
Pipeline Repairman	194.72	212.16	229.61	241.24	252.83
Pipeline Repairman-Welder	244.97	250.87	256.78	268.59	274.50
Pipe Shop Mechanic	194.72	212.16	229.61	241.24	252.83
Plant Electrician	272.23	278.21	284.20	290.18	296.16
Plant Engineer	247.25	259.17	271.09	283.01	288.94
Plant Repairman #1	244.97	250.87	256.78	268.59	274.50
Plant Repairman #2	193.54	210.88	222.44	234.00	245.61
Plant Utilityman	188.52	199.78	205.41	211.04	216.73
Plant Welder	253.21	265.13	271.09	283.01	288.94
Pressman	262.43	274.50	286.57	298.64	310.60
Receptionist	193.54	210.88	222.44	234.00	245.61
Regulator Repairman #1	194.72	212.16	229.61	241.24	252.83
Regulator Repairman #2	192.37	203.86	215.35	226.84	238.39
Regulator Shop Man	189.86	201.20	206.87	218.21	223.95
Sampleman	193.54	210.88	222.44	234.00	245.61
Serviceman #1	220.22	231.97	243.72	255.47	267.27
Serviceman #2	192.37	203.86	215.35	226.84	238.39
Shift Engineer	239.06	250.87	262.68	268.59	274.50
Special Clerk	222.47	240.28	252.15	269.95	281.72
Station Attendant	194.72	212.16	229.61	241.24	252.83
Station Operator	213.26	224.95	236.64	248.33	260.05
Stenographer	205.10	216.66	222.44	234.00	245.61
Stillman	247.25	259.17	271.09	283.01	288.94
Storeroom Attendant	188.52	199.78	205.41	211.04	216.73
Storeroom Keeper	193.54	210.88	222.44	234.00	245.61
Stripper Operator	239.06	250.87	262.68	268.59	274.50
Sub-Storeroom Keeper	193.54	210.88	222.44	234.00	250.61
Tabulating Machine Operator	192.37	203.86	215.35	226.84	238.39
Truck Driver	216.66	222.44	228.22	239.78	245.61
Truck Driver (Central Stores)	216.66	222.44	228.22	239.78	250.61
Typist	192.37	203.86	215.35	226.84	238.39
Water Control Man	247.25	259.17	271.09	283.01	288.94
Watchman	187.18	192.77	198.36	203.95	209.50
Water Tender	239.06	250.87	262.68	268.59	274.50
Welder	224.95	236.64	242.48	254.17	260.05
Yard Man	189.86	201.20	206.87	218.21	223.95

Female Job Classifications Company	Starting	Intermediate	Basic	Intermediate	Standard
	.....	.....	.....	3 Mo.	6 Mo.
	.....	3 Mo.	6 Mo.	9 Mo.	12 Mo.
Addressograph Operator	$170.41	$181.59	$192.77	$203.95	$209.50
Assistant Elevator Starter	170.87	182.08	187.68	193.29	198.90
Billing Machine Operator	171.63	182.89	194.15	205.41	216.73
Bindery Girl	170.87	182.08	187.68	193.29	198.90
Branch Office Representative	179.78	196.91	208.33	219.75	231.17
Canteen Aid	171.48	177.10	182.73	182.73	188.30
Canteen Assistant	170.87	182.08	187.68	193.29	198.90
Clerk B	170.41	181.59	192.77	203.95	209.50
Clerk Cashier	170.41	181.59	192.77	203.95	209.50
Comptometer Operator A	178.52	189.86	201.20	212.54	223.95
Comptometer Operator B	170.41	181.59	192.77	203.95	209.50
Elevator Operator	171.48	177.10	182.73	182.73	188.30
Elevator Starter	171.63	182.89	194.15	205.41	216.73
Janitress	171.48	177.10	182.73	182.73	188.30
Key Punch Operator	170.41	181.59	192.77	203.95	209.50
Mimeograph Operator	170.41	181.59	192.77	203.95	209.50
Order Cashier	171.63	182.89	194.15	205.41	216.73
Order Clerk	171.63	182.89	194.15	205.41	216.73
P.B.X. Operator	177.26	188.52	194.15	205.41	216.73
Receptionist	171.63	182.89	194.15	205.41	216.73
Special Clerk	200.53	212.16	223.79	241.24	252.83
Stenographer	177.26	188.52	194.15	205.41	216.73
Tabulating Machine Operator	170.41	181.59	192.77	203.95	209.50
Telephone Order Clerk	177.26	188.52	194.15	205.41	216.73
Typist	170.41	181.59	192.77	203.95	209.50

COMPANY: Confidential (Natural Gas)

UNION: District 50, Mine Workers

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; 1-yr. agmt.

CLASSIFICATION	Present Rate	Increase	New Rate
Station Men	$.84	$.05	$.89
Pumpers, Field Men, Roustabouts, Tractor, Motor Men and Truck Drivers	.84	.05	.89
Drillers	.98	.05	1.03
Tool Dressers	.87	.05	.92
New Employees Less than one year	.68	.05	.73

COMPANY: Wisconsin Public Service Corp.
UNION: Operating Engineers--AFL

LOCATION: Wisconsin

SIZE OF COMMUNITY: ---

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 4¢ on 2nd, 6¢ on 3rd shift

Power Department

STEAM ELECTRIC PLANTS

Job Title	Bayside Green Bay Mo. Rate	Manitowoc Mo. Rate	Oshkosh Mo. Rate
Watch Engineer	$305.00	$255.00	$255.00
Boiler Operator Class 1	250.00		
Boiler Operator Class 2	235.00		
Fireman		232.50	232.50
Auxiliary Oper. Class 1	220.00		
Fireman Helper			207.50
Auxiliary Operator		215.00	
Auxiliary Oper. Class 2	210.00		
Auxiliary Oper. Class 3	205.00		
Auxiliary Oper. Class 4	200.00		
Relief Engineer		242.50	242.50
Relief Boiler & Aux. Oper.	227.50		
Maintenance & Relief Man	267.50		
Operator	267.50		
Chief Plant Electrician	285.00		
Electrician & Relief Oper.	267.50		
Head Maintenance Man	280.00	245.00	245.00
Maintenance Man Class 1	252.50	232.50	232.50
Maintenance Man Class 2	235.00	217.50	217.50
Maintenance Man Class 3	220.00		
Maintenance Man Helper		212.50	207.50
Crane Operator		232.50	232.50
Maintenance Man Class 1 and Crane Operator			232.50
Coal & Yard Foreman	252.50		
Coal & Yard Oper. Class 1	240.00		
Coal & Yard Oper. Class 2	227.50		
Coal & Yard Oper. Class 3	200.00		
Coal & Ash Man		197.50	
Janitor	187.50		
Clerk & Laboratory Asst.	220.00		
Clerk	200.00	237.50	205.00

HYDRO ELECTRIC PLANTS
(AUTOMATIC)

Job Title	Class A (1 Man) Caldron Falls Johnson Falls Sandstone Rpds. Monthly Rate	Class A (2 Man) Alexander Tomahawk Hat Rpds. Potato Rpds. Monthly Rate	Class B (2 Man) Jersey Waupaca Otter Rpds. Monthly Rate
Operator	$242.50	$232.50	$220.00
Asst. Operator		225.00	215.00

ELECTRIC SUBSTATION

Job Title	Wash. St. Green Bay Mo. Rate	Wells St. Marinette Mo. Rate	Main St. Stevens Point, Rhinelander Mo. Rate
Operator	$225.00	$205.00	$205.00
Assistant Operator	202.50		
Relief Operator and Patrolman			205.00

LOAD DISPATCHING

Job Title	Green Bay Mo. Rate
Load Dispatcher	$292.50

RELAY TESTING

Job Title	Mo. Rate
Relay Tester, Class 1	$252.50
Relay Tester, Class 2	235.00

ELECTRIC MAINTENANCE AND CONSTRUCTION

Job Title	Green Bay Mo. Rate	Wausau Mo. Rate
Foreman	$270.00	$270.00
Electrician Class 1	252.50	252.50
Electrician Class 2	235.00	235.00
Electrician Class 3	215.00	215.00
Electrician Helper	195.00	195.00
Transformer Repairman Class 1	220.00	
Transformer Repairman Class 2	210.00	
Transformer Repairman Class 3	200.00	
Rubber Goods Tester	205.00	

HYDRO ELECTRIC PLANTS
(MANUAL)

Job Title	Class A High Falls Mo Rate	Class A Grand-father Falls Mo Rate	Class A Wausau West Mo Rate	Class B Peshtigo Mo Rate	Class B Merrill Mo Rate	Class B Grand Rapids Mo Rate	Class C Jordan Mo Rate
Chief Operator	$	$	$	$	$	$232.50	$
Operator	232.50	232.50	242.50	215.00	215.00	220.00	197.50
Assistant Operator	197.50		200.00			197.50	
Relief Operator	212.50						
Relief Operator and Maintenance Man				215.00			
Dam Tender & Relief Operator			235.00		205.00	220.00	
Caretaker	197.50						
Maintenance Man						185.00	

TRANSMISSION LINE MAINTENANCE AND CONSTRUCTION

Job Title	Green Bay Mo. Rate	Wausau Mo. Rate
Foreman	$277.50	$
Assistant Foreman		265.00
Lineman Class 1	252.50	252.50
Lineman Class 2	240.00	240.00
Lineman Class 3	220.00	220.00
Lineman Class 4	210.00	210.00
Patrolman		
Green Bay	240.00	
Wausau		240.00
Pound	240.00	
Patrolman Helper		
Green Bay	210.00	
Wausau		200.00
Truck Driver	210.00	210.00
Groundman	200.00	200.00
Clerk		200.00
Emergency Relief Man		
Brillion	5.00 (flat amount)	

Pound	5.00 (flat amount)
Wrightstown	5.00 (flat amount)

HYDRO PLANT MAINTENANCE

Job Title	*Wisconsin River Plants Mo. Rate*	*Peshtigo River Plants Mo. Rate*
Maintenance Mechanic	$220.00	$220.00
Maintenance Mechanic Helper	210.00	210.00
Maintenance Laborer	200.00	200.00
Relief Oper. & Maintenance Man – Grandfather Falls	240.00	
Relief Operator & Laborer	225.00	225.00

Garage

Job Title	*Green Bay Mo. Rate*	*Manitowoc Menominee Oshkosh Mo. Rate*
Mechanic Class 1	$220.00	$
Mechanic Class 2	210.00	
Night Mechanic	220.00	
Body Builder	210.00	
Painter	220.00	
Repair Man	210.00	
Cleaner & Greaser	190.00	
Cleaner	185.00	
Janitor	187.50	
Garage Attendant		227.50

Electric Distribution Department

Job Title	*Green Bay Manitowoc M & M Oshkosh Wausau Monthly Rate*	*Algoma Antigo Chilton Merrill Minocqua Oconto Rhinelander Stevens Point Sturgeon Bay Tomahawk Waupaca Monthly Rate*	*Brillion Crandon Eagle River Marathon Mosinee Three Lakes Wabeno Wausaukee Wrightstown All Others Monthly Rate*
Line Foreman Class A	$277.50	$270.00	$260.00
Line Foreman Class B	265.00	257.50	247.50
Lineman Cl. 1	252.50	245.00	235.00
Lineman Cl. 2	240.00	235.00	220.00
Lineman Cl. 3	220.00	215.00	210.00
Lineman Cl. 4	210.00	205.00	190.00
Truck Driver	210.00	205.00	190.00
Groundman	200.00	190.00	180.00
Serviceman	172.50-252.50	172.50-245.00	172.50-235.00
Meterman	172.50-252.50	172.50-245.00	172.50-235.00
Dist. Clerk	172.50-262.50	172.50-257.50	172.50-252.50

INDIVIDUAL JOB CLASSIFICATIONS

Job Title	*Monthly Rate*
Meter and Service Foreman – Oconto District	$270.00
Service Foreman – Merrill District	257.50
Meter Shop Foreman – Green Bay	252.50
Radio Interference and Serviceman – Green Bay	245.00
Night Service Employe – Green Bay	235.00
Survey Man – Green Bay	227.50
Utility Worker – M & M	212.50
Local Representative –	
Brillion	245.00
Crandon	245.00
Marathon	235.00
Mosinee	257.50
Wrightstown	252.50

Gas Department

COAL GAS PRODUCTION

Job Title	*Sheboygan Monthly Rate*
Coal Man	$212.50
Fireman	220.00
Top Man	217.50
Heater	227.50
Pusher	217.50
Hot Car Operator	217.50
Screening Station Operator	205.00
Relief Man	217.50
Head Maintenance Man	242.50
Oven Maintenance Man	217.50
Electrician	232.50
Crane Operator and Maintenance Man	232.50
Auxiliary Equipment and Nightman	215.00
Clerk – Gas Plant	172.50-215.00
Fireman – Old Plant	Common Labor Rate

WATER GAS PRODUCTION

Job Title	*Green Bay Mo. Rate*	*Oshkosh Mo. Rate*	*M & M Mo. Rate*
Fireman	$205.00	$	$205.00
Combination Fireman	Composite Rate		
Gas Maker	225.00	225.00	225.00
Gas Maker's Helper	195.00		195.00
Compressorman	215.00		
Combination Compressorman	Composite Rate		
Fireman-Compressorman			205.00
Nightman		190.00	
Relief Man		Composite Rate	Composite Rate
Tar and Yard Man	180.00		
Maintenance Man Class 1	232.50	232.50	232.50
Maintenance Man Class 2	225.00	225.00	225.00
Maintenance Helper	195.00	195.00	195.00

GAS METER, SERVICE AND STREET DEPARTMENTS

Job Title	*Green Bay M & M Oshkosh Sheboygan Monthly Rate*	*Stevens Point Two Rivers All Others Monthly Rate*
Meter Repairman	$212.50	$207.50
Serviceman	220.00-242.50	215.00-235.00
Serviceman – Apprentice	Com. Labor Rate to $220.00	Com. Labor Rate to $215.00
Streetman Class 1	220.00	215.00
Streetman Class 2	205.00	200.00
Street Helper	190.00	185.00

Pipe Fitter	906	234
Assistant Pipe Fitter	907	218
Utilityman	908	208
Special Classifications	909	

CLARKSTON WATER SYSTEM

A - Foreman	921	$270
B - Foreman	922	250
Chief Operator Headgates	924	221
Operator	926	209
Pipe Fitter	927	234
Assistant Pipe Fitter	928	218
Utilityman	931	208
Patrolman	932	208
Meterman	933	231
Special Classifications	939	

STEAM HEAT PLANT

Shift Engineer	941	$ 1.51 Hr.
A - Fireman	942	1.38
B - Fireman	943	1.24
Mechanic & Working Foreman	944	1.75
Serviceman	945	1.27
2nd year		1.22
1st "		1.15
Steam Fitter Foreman	946	1.67
A - Steam Fitter	947	1.48
B - Steam Fitter	948	1.28
Steam Fitter Helper	951	1.27
Coal and Ash Handler	953	1.28
Coal and Ash Handler's Helper	954	1.22
Meter Reader	955	199
2nd 6 months		183
1st 6 "		172
Special Classifications	959	

COMPANY: Confidential

UNION: Electrical Workers--AFL

LOCATION: South Central

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: None specified; 1-yr. agmt.

	Minimum	Maximum
Installation Division		
Sub Foreman	$265	$265
Installation Man	240	257
Service Man	240	257
Reconnect Man	216	229
Apprentice	179	206
Helper	158	158
Meter Testing Division		
Sub Foreman	265	265
Tester—Class A	240	257
Tester—Class B	216	229
Apprentice	179	206
Helper	158	158
Line Division		
Sub Foreman	265	265
Lineman—1st Class	240	257
Lineman—2nd Class	216	229
Lineman—Apprentice	179	206
Troubleman—Class A	263	280
Troubleman—Class B	222	257
Cablesplicer—Class A	248	271
Cablesplicer—Class B	216	234
Cablesplicer—Apprentice	179	206
Repairman	222	257
Earth Borer Operator	216	229
Tree Pruner	189	216
Helper	158	158
Streetlight Maintenance Man	169	184
Laoorer—Class A	150	160
Laborer—Class B	70c hr.	80c hr.
Meter Reading Division		
Meter Reader	141	220
Special Meter Reader	225	225
Substation Division		
System Operator	293	318
Relief System Operator	293	293
Chief Electrician	278	303
Electrician	240	268
Substation Operator	236	253
Apprentice	179	206
Helper	158	158
Steam Division		
Boiler Room Operator	256	281
Master Mechanic*	291	291
Machinist	240	257
Meter Maintenance Man	233	248
Apprentice	179	206
Helper	158	158
Steam Maintenance Man	169	184
Steam Mechanic	236	253
Stores Division		
Stockhandlers—Class A	173	193
Stockhandlers—Class B	148	168
Warehouseman	240	240

*This classification is not to be filled when vacated by present employe.

CUSTOMERS' SERVICE

Classification	Code No.	Rate
Journeyman Serviceman	675	$282
Appliance Repairman	676	254
Apprentice Serviceman	677	233
5th 6 months		225
4th 6 "		219
3rd 6 "		213
2nd 6 "		207
1st 6 "		201
Meter Readers	678	199
2nd 6 months		183
1st 6 "		172
Special Classifications	679	

HYDROELECTRIC OPERATORS
(Deduct $22 where house is available)

	A		B	
	Code No.	Rate	Code No.	Rate
Chief Operator	701	$300	703	$289
Operator	702	290	708	279
Relief Operator	704	282	711	271
Operator One-man Station			713	279
Junior Operator				
3rd year	705	266	715	255
2nd "		243		237
1st "		225		219
Utilityman	706	215	716	215
1st 6 months		193		193
Operator and Electric Mechanic (Lewiston-Clarkston)			721	289
Electric Helper (Lewiston)			722	224
3rd 6 months				211
2nd 6 "				200
1st 6 "				189
Special Classifications	729		729	

SUBSTATION WITH SHIFT OPERATION
(Deduct $22 where house is available)

	A		B		C	
	Code No.	Rate	Code No.	Rate	Code No.	Rate
Chief Operator	731	$300	751	$283		
Operator	732	290	752	273	762	$255
2nd year						237
1st "						219
Operator & Dispatcher			756	279		
Junior Operator						
3rd year	735	266				
2nd "		243				
1st "		225				
Relief Operator			754	283		
Special Classifications	739		759		769	

SUBSTATION WITH ONE-MAN ATTENDANT
(Deduct $22 when house is available)

	A		B	
Classification	Code No.	Rate	Code No.	Rate
Attendant	733	$273	753	$255
Special Classification	739		759	

LEWISTON DREDGE

Dredge Foreman	771	$289
Utilityman	772	229
Operator	773	230
Operator's Helper	774	205
Special Classifications	779	

RELAY METER AND TEST SHOP

Senior Tester - A	781	$321
Senior Tester - B	782	303
Senior Tester - C	783	280
Apprentice		
5th 6 months	784	258
4th 6 "		249
3rd 6 "		242
2nd 6 "		235
1st 6 "		228
Special Classifications	789	

PRODUCTION PLANT MAINTENANCE AND CONSTRUCTION

Classification	Code No.	Rate
A - Foreman, Electric	801	$333
B - Foreman, Electric	802	320
A - Foreman, Mechanical & Structural	811	333
B - Foreman, Mechanical & Structural	812	303
Journeyman, Electric	803	303
Journeyman, Mechanical & Structural	813	289
Batteryman	806	289
Tool Materialman	816	244
Apprentice, Electric	804	264
5th 6 months		256
4th 6 "		249
3rd 6 "		242
2nd 6 "		235
1st 6 "		228
Apprentice, Mechanical & Structural	814	258
4th 6 months		249
3rd 6 "		242
2nd 6 "		235
1st 6 "		228
Helpers	805	224
3rd 6 months		211
2nd 6 "		200
1st 6 "		189
Special Classifications	819	

TRANSFORMER REPAIR - Spokane

Man in Charge	841	278
Repairman	842	254
Helper	843	221
4th 6 months		211
3rd 6 "		204
2nd 6 "		196
1st 6 "		189
Special Classifications	849	

STORES DEPARTMENT WAREHOUSE

Classification	Code No.	Rate
Foreman	851	$303
Material Man	852	221
4th 6 months		211
3rd 6 "		204
2nd 6 "		196
1st 6 "		189
Night Material Man	853	199
Watchman	854	171
Special Classifications	859	

ENGINEERING METER DEPARTMENT

A Foreman	861	333
B Foreman	864	320
Journeyman Meterman & Mechanic, Shop	862	270
Apprentice	863	233
5th 6 months		224
4th 6 "		217
3rd 6 "		210
2nd 6 "		203
1st 6 "		196
Special Classifications	869	

TRANSPORTATION

Foreman	872	293
A - Journeyman	873	282
C - Journeyman	875	250
A - Service Man	881	229
B - Service Man	882	215
C - Service Man	883	203
Apprentice	884	182
Special Classifications	889	

BUILDING MAINTENANCE

Foreman	891	289
A - Utilityman	892	246
B - Utilityman	893	205
Janitor	894	161
Next 10 months		150
1st 2 months		139
Elevator Operator		
Thereafter	895	144
1st 6 months		139
Special Classifications	899	

COEUR D'ALENE WATER SYSTEM

Classification	Code No.	Rate
A - Foreman	901	$270
B - Foreman	902	250
Chief Operator	903	209
Operator	905	209

LIQUEFIED PETROLEUM GAS PRODUCTION

Job Title	Stevens Point Two Rivers Monthly Rate
Plant Operator	$210.00

INDIVIDUAL JOB CLASSIFICATIONS

Job Title	Monthly Rate
Foreman -- Meter Department -- Sheboygan	$237.50
Foreman – Street Department	
Sheboygan	242.50
M & M	242.50
Stevens Point	235.00
Distribution Foreman	
Kiel	242.50
Two Rivers	242.50
Laboratory Tester and Dispatcher – Green Bay	252.50
Clerk – Service Department – Sheboygan	172.50-215.00

Laborer and Janitor

Job Title	All Divisions Hourly Rate
Laborer	75¢ – $1.00

Job Title	Green Bay M & M Oshkosh Sheboygan Wausau Monthly Rate
Office Building Janitor (Able-Bodied)	$200.00

Job Title	All Divisions Monthly Rate
Janitor (Superannuated or handicapped)	$107.50-$180.00

Accounting and Stores Department

METER READING

Job Title	Green Bay M & M Manitowoc Oshkosh Sheboygan Wausau	Algoma Antigo Chilton Merrill Minocqua Rhinelander Oconto Stevens Point Sturgeon Bay Tomahawk Waupaca	All Other Communities
	Maximum Monthly Rates		
Meter Reader			
Rural	$222.50	$217.50	$212.50
City	215.00	210.00	205.00

STORES

	Maximum Monthly Rates		
Warehouse Foreman	$235.00	$	$
Stock Clerk – Division	225.00		
Stock Clerk – Automotive	220.00		
Stockman – District, Gas and Electric		225.00	
Stockman -- District		215.00	210.00
Warehouseman	200.00	195.00	187.50

COMPANY: Washington Water Power Co.

UNION: Electrical Workers--AFL

LOCATION: Washington

SIZE OF COMMUNITY: ---

EFFECTIVE DATE: May 1947

WAGE REOPENING: None specified; 1-yr. agmt.

DISTRIBUTION AND TRANSMISSION

Classification	Code No.	Rate
Line Foreman	601	$333
Journeyman Lineman	604	303
Apprentice Lineman	606	
5th 6 months		264
4th 6 "		256
3rd 6 "		249
2nd 6 "		242
1st 6 "		235
Head Groundman	607	242
Groundmen and Helpers	608	224
2nd 6 months		205
1st 6 "		189
Digger Operator	611	303
Digger Operator Assistant	612	242
Lamp Man (Spokane)	614	255
Lamp Man Helper (Spokane)	615	224
Tool Repairman (Spokane)	616	224
Blacksmith (Spokane)	617	246
Jackhammer and Powder Man (Spokane)	618	272
A - Foreman Meter	621	333
Journeyman Meterman	624	282
Meterman & Meter Tester	625	237
Apprentice Meterman	626	233
5th 6 months		225
4th 6 "		219
3rd 6 "		213
2nd 6 "		207
1st 6 "		201
A - Foreman Underground	631	333
B - Foreman Underground	632	309
Journeyman Cableman	634	303
Apprentice Cableman	636	264
5th 6 months		256
4th 6 "		249
3rd 6 "		242
2nd 6 "		235
1st 6 "		228
Special Classifications	639	

COMPANY: Confidential

UNION: Electrical Workers--AFL

LOCATION: Great Lakes

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

POWER DEPARTMENT

Generating Stations

JOB CLASSIFICATION	Probationary	Single	Rate Range Minimum	Rate Range Maximum
Turbine Operator "A"	$1.64	$1.67		
Boiler Room Operator	1.47	1.82		
Fireman "A"	1.39	1.42		
Turbine Operator "B"	1.32	1.37		
Fireman "B"	1.22	1.27		
Turbine Oiler	1.14	1.17		
Auxiliary Tender	1.07	1.12		
Coal Larry Operator	1.07	1.12		
Screen House Operator	1.07	1.12		
House Electrician	1.49	1.52		
Electrical Repairman "A"	1.42	1.47		
Switchboard Operator	1.32	1.37		
Electrical Repairman "B"	1.17	1.27		
Electrical Repairman "C"	1.07	1.12		
Electrical Repairman Helper	.97	1.02		
Asst. Gen. Maintenance Foreman	1.67	1.87		
Mechanical Repairman "A"	1.27		1.82	1.37
Mechanical Repairman "B"	1.12	1.22		
Machinist "A"	1.42		1.47	1.82
Machinist "B"	1.24	1.27		
Welder "A"	1.32		1.37	1.42
Welder "B"	1.24	1.27		
Mechanical Repairman Helper	.97	1.02		
Yard Foreman	1.47	1.52		
Asst. Yard Foreman	1.44	1.47		
Equipment Operator "A"	1.37	1.42		
Equipment Operator "B"	1.29	1.32		
Conveyor Repairman "A"	1.22	1.27		
Conveyor Repairman "B"	1.09	1.17		
Breakman	1.09	1.17		
Yardman	.97	1.02		
Chemist	1.32		1.37	1.47
Results Engineer	1.32		1.37	1.47
Laboratory Assistant "A"	1.17	1.27		
Laboratory Assistant "B"	1.02	1.07		
Janitor		.92		

POWER DEPARTMENT

Electrical Division

Equipment Technician	1.64	1.67		
Electrical Maintenance Man "A"	1.37		1.42	1.82
Electrical Maintenance Man "B"	1.22		1.27	1.32
Electrical Maintenance Man "C"	1.07	1.12		
Electrical Maintenance Man Helper	.97	1.02		
Substation Serviceman	1.32		1.37	1.42
Substation Operator "A"	1.22	1.27		
Substation Operator "B"	1.12	1.17		
Substation Operator "C"	1.04	1.07		
Machinist "B"	1.24	1.27		
Mechanical Maintenance Man	1.17	1.22		
Machinist Helper	.97	1.02		
Truck Driver	1.07	1.12		
Skilled Laborer	1.00	1.02		
Unskilled Laborer		.97		

BUILDING MAINTENANCE DEPARTMENT

Building Maintenance Man "A"	1.37	1.42		
Building Maintenance Man "B"	1.22		1.27	1.32
Building Maintenance Man "C"	1.12	1.17		
Building Maintenance Helper	1.02	1.07		
Laborer		.97		

CONSTRUCTION DEPARTMENT

JOB CLASSIFICATION	Probationary	Single	Rate Range Minimum	Rate Range Maximum
Construction Foreman	$1.42		$1.47	$1.82
Construction Mechanic "A"	1.22		1.27	1.37
Construction Mechanic "B"	1.12	1.17		
Construction Mechanic "C"	1.02	1.07		
Laborer		.97		

GARAGE DEPARTMENT

Garage Foreman	1.47		1.82	1.82
Garage Mechanic "A"	1.32		1.37	1.42
Garage Mechanic "B"	1.22	1.27		
Garage Mechanic "C"	1.12	1.17		
Garage Serviceman	1.04	1.07		
Garage Attendant	.99	1.02		
Garage Attendant and Licensed Fireman		1.07		
Car Washer		.97		
Janitor		.92		
Equipment Operator	1.22	1.27		
Driver "A"	1.12	1.17		
Driver "B"	1.04	1.07		

LINE DEPARTMENT

Line Foreman "A"	1.67	1.72		
Line Foreman "B"	1.59	1.82		
Line Foreman "C"	1.54	1.67		
Troubleman	1.42		1.47	1.82
Lineman "A"	1.42		1.47	1.82
Lineman "B"	1.27		1.32	1.37
Lineman "C"	1.12	1.17		
Tool Repairman	1.09	1.12		
Groundman	1.02	1.07		
Laborer		.97		
Line Truck Operator "A"	1.14	1.17		
Line Truck Operator "B"	1.09	1.12		
Suburban Lineman "A"	1.32	1.37		
Suburban Lineman "B"	1.19	1.27		
Suburban Lineman "C"	1.09	1.12		
Suburban Groundman	.97	1.02		
Underground Foreman "A"	1.62	1.87		
Underground Foreman "B"	1.62	1.67		
Cable Splicer "A"	1.37		1.42	1.47
Cable Splicer "B"	1.19	1.32		
Cable Splicer Helper	1.02	1.07		
Tree Trimmer "A"	1.32	1.37		
Tree Trimmer "B"	1.17	1.27		
Tree Trimmer Helper	1.02	1.07		

METER AND SERVICE DEPARTMENT

Senior Service Dispatcher	1.34	1.37		
Service Dispatcher	1.29	1.32		
Radio Technician	1.32		1.37	1.47
Radio Serviceman	1.17	1.27		
General Field Tester	1.39	1.42		
Meter Tester "A"	1.32	1.37		
Meter Tester "B"	1.19	1.27		
Meter Tester "C"	1.09	1.12		
Appliance Repairman	1.17	1.22		
Customer Serviceman "A"	1.09	1.12		
Customer Serviceman "B"	1.02	1.07		
Wireman "A"	1.27	1.32		
Wireman "B"	1.17	1.22		

STORES DEPARTMENT

JOB CLASSIFICATION	Probationary	Single	Rate Range Minimum	Rate Range Maximum
Storekeeper	$1.27		$1.32	$1.37
Storeman "A"	1.12	1.17		
Storeman "B"	1.04	1.07		
Storeman Helper	.97	1.02		
Janitor		.92		
Watchman (Inside)	.80	.85		
Stores Yard Foreman	1.22	1.27		
Stores Yard Foreman	1.12	1.17		
Stores Yardman	1.02	1.07		
Yard Watchman	.87	.92		

NOTE: "Probationary" rates apply during qualifying period. "Single" rates apply at end of qualifying period. "Minimum Range" rates apply at end of qualifying period. "Maximum Range" rates apply only when an employee meets all the requirements prescribed in Job Manual. Intermediate rate may be applied as employee progresses.

COMPANY: Confidential

UNION: Electrical Workers--AFL

LOCATION: Great Lakes

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 5¢ for night work

Coal Handler
Janitor
Laborer
Laborer, Construction

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$185.60	3	..	..
190.60	3	0	3
195.60	9	0	6
200.60	9	1	3
205.60	12	2	0
213.10	Maximum	3	0

Boiler Cleaner

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$185.60	3	..	..
190.60	3	0	3
195.60	6	0	6
200.60	6	1	0
205.60	6	1	6
210.60	6	2	0
215.60	6	2	6
220.60	6	3	0
228.10	Maximum	3	6

Gate Officer

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$185.60	3	..	..
190.60	3	0	3
195.60	6	0	6
200.60	6	1	0
205.60	9	1	6
210.60	9	2	3
215.60	9	3	0
220.60	12	3	9
228.10	Maximum	4	9

Gardener
Helper, Boiler Maintenance
Helper, Building and Yards
Helper, Electrical Maintenance
Helper, Mechanical Maintenance
Helper, Substation Mechanics

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$190.60	3	..	..
195.60	3	0	3
200.60	6	0	6
205.60	6	1	0
210.60	9	1	6
215.60	9	2	3
220.60	9	3	0
225.60	12	3	9
233.10	Maximum	4	9

Transmission Repairman, 3rd Grade

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$193.10	3	..	..
198.10	3	0	3
203.10	6	0	6
208.10	6	1	0
213.10	9	1	6
218.10	9	2	3
223.10	9	3	0
228.10	12	3	9
235.60	Maximum	4	9

Auxiliary Operator, Boiler
Auxiliary Operator, Efficiency
Conveyor Attendant
Transmission Repairman, 3rd Grade

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$198.10	3	..	..
203.10	6	0	3
208.10	6	0	9
213.10	6	1	3
218.10	9	1	9
223.10	9	2	6
228.10	9	3	3
233.10	9	4	0
240.60	Maximum	4	9

Auxiliary Operator, Turbine

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$195.60	3	..	..
200.60	6	0	3
205.60	6	0	9
210.60	6	1	3
215.60	6	1	9
220.60	6	2	3
225.60	9	2	9
230.60	9	3	6
235.60	9	4	3
243.10	Maximum	5	0

Switchman

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$208.10	3	..	..
213.10	6	0	3
218.10	6	0	9
223.10	6	1	3
228.10	9	1	9
233.10	9	2	6
238.10	9	3	3
243.10	9	4	0
250.60	Maximum	4	9

Boiler Mechanic, 2nd Grade
Mechanic, 2nd Grade
Mechanic, 2nd Grade, Building and Yards
Mechanic, 2nd Grade, Construction

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$223.10	6	..	..
228.10	6	0	6
233.10	6	1	0
238.10	6	1	6
243.10	6	2	0
248.10	6	2	6
253.10	9	3	0
258.10	9	3	9
263.10	Maximum	4	6

Substation Mechanic, 2nd Grade
Transmission Repairman, 2nd Grade

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$225.60	6	..	..
230.60	6	0	6
235.60	6	1	0
240.60	6	1	6
245.60	6	2	0
250.60	6	2	6
255.60	9	3	0
260.60	9	3	9
265.60	Maximum	4	6

Assistant Switchboard Operator
Electrical Mechanic, 2nd Grade
Machinist, 2nd Grade
Stockman, Station

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$230.60	6	..	..
235.60	6	0	6
240.60	6	1	0
245.60	6	1	6
250.60	6	2	0
255.60	6	2	6
260.60	9	3	0
265.60	9	3	9
270.60	Maximum	4	6

Boiler Operator, 2nd Grade
Technical Assistant, Efficiency
Turbine Operator, 2nd Grade

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$235.60	6	..	..
240.60	6	0	6
245.60	6	1	0
250.60	6	1	6
255.60	6	2	0
260.60	6	2	6
265.60	9	3	0
270.60	9	3	9
275.60	Maximum	4	6

Transmission Repairman, 2nd Grade

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$240.60	6	..	..
245.60	6	0	6
250.60	6	1	0
255.60	6	1	6
260.60	6	2	0
265.60	6	2	6
270.60	9	3	0
275.60	9	3	9
280.60	Maximum	4	6

Stockman, Senior Grade, Station

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$248.10	6	..	..
253.10	6	0	6
258.10	6	1	0
263.10	6	1	6
268.10	9	2	0
273.10	9	2	9
278.10	9	3	6
283.10	9	4	3
288.10	Maximum	5	0

Substation Mechanic

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$255.60	6	..	..
260.60	6	0	6
265.60	6	1	0
270.60	6	1	6
275.60	9	2	0
280.60	9	2	9
285.60	9	3	6
290.60	9	4	3
295.60	Maximum	5	0

Mechanic, Building and Yards
Turbine Operator

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$260.60	6	..	..
265.60	6	0	6
270.60	6	1	0
275.60	6	1	6
280.60	9	2	0
285.60	9	2	9
290.60	9	3	6
295.60	9	4	3
300.60	Maximum	5	0

Boiler Mechanic
Mechanic
Mechanic, Construction

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$265.60	6	..	..
270.60	6	0	6
275.60	6	1	0
280.60	6	1	6
285.60	9	2	0
290.60	9	2	9
295.60	9	3	6
300.60	9	4	3
305.60	Maximum	5	0

Pipefitter
Substation Operator
Transmission Repairman

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$268.10	6	..	..
273.10	6	0	6
278.10	6	1	0
283.10	6	1	6
288.10	9	2	0
293.10	9	2	9
298.10	9	3	6
303.10	9	4	3
308.10	Maximum	5	0

Electrical Mechanic
Locomotive Crane Operator
Locomotive Engineer

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$273.10	6	..	..
278.10	6	0	6
283.10	6	1	0
288.10	6	1	6
293.10	9	2	0
298.10	9	2	9
303.10	9	3	6
308.10	9	4	3
313.10	Maximum	5	0

Boiler Operator
Machinist
Principal Mechanic, Building and Yards
Switchboard Operator
Welder

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$278.10	6	..	..
283.10	6	0	6
288.10	6	1	0
293.10	6	1	6
298.10	9	2	0
303.10	9	2	9
308.10	9	3	6
313.10	9	4	3
318.10	Maximum	5	0

Transmission Repairman

Rate Step	Time Step Months	Cumulative Years	Cumulative Months
$288.10	6	..	..
293.10	6	0	6
298.10	6	1	0
303.10	6	1	6
308.10	9	2	0
313.10	9	2	9
318.10	9	3	6
323.10	9	4	3
328.10	Maximum	5	0

COMPANY: Confidential

UNION: Office Employees--AFL

LOCATION: Great Lakes

SIZE OF COMMUNITY: Under 25,000

EFFECTIVE DATE: March 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Classification		Regular Monthly Rate
General Clerk -	1st thru 12th Month	$155.00
	13th " 24th "	162.50
	25th " 36th "	170.00
	37th " 48th "	177.50
	49th " 60th "	185.00
	61st " 72nd "	195.00
	All over 72 months	200.00
Stores Clerk -	1st thru 12th Month	155.00
	13th " 24th "	162.50
	25th " 36th "	170.00
	37th " 48th "	177.50
	49th " 60th "	185.00
	61st " 72nd "	195.00
	All over 72 months	200.00

Classification	Regular Monthly Rate
Asst. Stores Clerk -	
1st thru 12th Month	137.50
13th " 24th "	145.00
25th " 36th "	152.50
37th " 48th "	160.00
49th " 60th "	167.50
61st " 72nd "	177.50
All over 72 months	182.50
Cashier - 1st thru 6th Month	120.00
7th " 12th "	125.00
13th " 24th "	130.00
25th " 36th "	135.00
37th " 48th "	140.00
49th " 60th "	145.00
61st " 72nd "	150.00
All over 72 months	155.00
Billing Clerk - 1st thru 6th Month	$112.50
7th " 12th "	117.50
13th " 24th "	122.50
25th " 36th "	127.50
37th " 48th "	132.50
49th " 60th "	137.50
61st " 72nd "	142.50
All over 72 months	147.50
Clerk Stenographer -	
1st thru 6th Month	107.50
7th " 12th "	112.50
13th " 24th "	117.50
25th " 36th "	122.50
37th " 48th "	127.50
49th " 60th "	132.50
61st " 72nd "	137.50
All over 72 months	142.50
Office Clerks - 1st thru 6th Month	100.00
7th " 12th "	105.00
13th " 24th "	110.00
25th " 36th "	115.00
37th " 48th "	120.00
49th " 60th "	125.00
61st " 72nd "	130.00
All over 72 months	135.00
Collector - 1st thru 6th Month	130.00
7th " 12th "	135.00
13th " 24th "	140.00
25th " 36th "	145.00
37th " 48th "	150.00
49th " 60th "	155.00
61st " 72nd "	160.00
All over 72 months	165.00
Draftsman - 1st thru 12th Month	155.00
13th " 24th "	162.50
25th " 36th "	170.00
37th " 48th "	177.50
49th " 60th "	185.00
61st " 72nd "	195.00
All over 72 months	200.00

COMPANY: Confidential

UNION: District 50, Mine Workers

LOCATION: Great Lakes

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: July 1947

WAGE REOPENING: March 1948

Shift Bonus: 5¢ for night work

LABORER
JANITOR

Minimum	Maximum	Spread	Time
$190.60	$218.10	$27.50	3 Yrs.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$190.60	3 Mos.	—	—
195.60	6 "	0	3
200.60	9 "	0	9
205.60	9 "	1	6
210.00	9 "	2	3
218.10	Maximum	3	0

WINDOW WASHER

Minimum	Maximum	Spread	Time
$190.60	$223.10	$32.50	3 Yrs. 6 Mos.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$190.60	3 Mos.	—	—
195.60	3 "	0	3
200.60	6 "	0	6
205.60	9 "	1	0
210.60	9 "	1	9
215.60	12 "	2	6
223.10	Maximum	3	6

BOILER CLEANER

Minimum	Maximum	Spread	Time
$190.60	$228.10	$37.50	3 Yrs. 6 Mos.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$190.60	3 Mos.	—	—
195.60	3 "	0	3
200.60	6 "	0	6
205.60	6 "	1	0
210.60	6 "	1	6
215.60	9 "	2	0
220.60	9 "	2	9
228.10	Maximum	3	6

HELPER—ELECTRICAL MAINTENANCE
HELPER—MAINTENANCE
STATION TOOL ROOM HELPER

Minimum	Maximum	Spread	Time
$200.60	$243.10	$42.50	4 Yrs. 9 Mos.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$200.60	3 Mos.	—	—
205.60	6 "	0	3
210.60	6 "	0	9
215.60	6 "	1	3
220.60	9 "	1	9
225.60	9 "	2	6
230.60	9 "	3	3
235.60	9 "	4	0
243.10	Maximum	4	9

AUXILIARY OPERATOR—ELECTRICAL
AUXILIARY OPERATOR—STEAM
AUXILIARY OPERATOR—TURBINE
AUXILIARY OPERATOR—YARDS

Minimum	Maximum	Spread	Time
$203.10	$245.60	$42.50	4 Yrs. 9 Mos.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$203.10	3 Mos.	—	—
208.10	6 "	0	3
213.10	6 "	0	9
218.10	6 "	1	3
223.10	9 "	1	9
228.10	9 "	2	6
233.10	9 "	3	3
238.10	9 "	4	0
245.60	Maximum	4	9

CONVEYOR ATTENDANT

Minimum	Maximum	Spread	Time
$208.10	$250.60	$42.50	4 Yrs. 6 Mos.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$208.10	6 Mos.	—	—
213.10	6 "	0	6
218.10	6 "	1	0
223.10	6 "	1	6
228.10	6 "	2	0
233.10	6 "	2	6
238.10	9 "	3	0
243.10	9 "	3	9
250.60	Maximum	4	6

SWITCHMAN

Minimum	Maximum	Spread	Time
$213.10	$255.60	$42.50	4 Yrs. 6 Mos.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$213.10	6 Mos.	—	—
218.10	6 "	0	6
223.10	6 "	1	0
228.10	6 "	1	6
233.10	6 "	2	0
238.10	6 "	2	6
243.10	9 "	3	0
248.10	9 "	3	9
255.60	Maximum	4	6

BOILER MECHANIC, 2nd GRADE
BUILDING MECHANIC, 2nd GRADE

Minimum	Maximum	Spread	Time
$230.60	$270.60	$40	4 Yrs. 6 Mos.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$230.60	6 Mos.	—	—
235.60	6 "	0	6
240.60	6 "	1	0
245.60	6 "	1	6
250.60	6 "	2	0
255.60	6 "	2	6
260.60	9 "	3	0
265.60	9 "	3	9
270.60	Maximum	4	6

LABORATORY ASSISTANT

Minimum	Maximum	Spread	Time
$225.60	$280.60	$55	5 Yrs. 6 Mos.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$225.60	6 Mos.	—	—
230.60	6 "	0	6
235.60	6 "	1	0
240.60	6 "	1	6
245.60	6 "	2	0
250.60	6 "	2	6
255.60	6 "	3	0
260.60	6 "	8	6
265.60	6 "	4	0
270.60	6 "	4	6
275.60	6 "	5	0
280.60	Maximum	5	6

ASSISTANT STATION TOOL ROOM KEEPER

Minimum	Maximum	Spread	Time
$235.60	$275.60	$40	4 Yrs. 9 Mos.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$235.60	6 Mos.	—	—
240.60	6 "	0	6
245.60	6 "	1	0
250.60	6 "	1	6
255.60	6 "	2	0
260.60	9 "	2	6
265.60	9 "	3	3
270.60	9 "	4	0
275.60	Maximum	4	9

ELECTRICAL MECHANIC, 2nd GRADE
INSTRUMENT MECHANIC, 2nd GRADE
MACHINIST, 2nd GRADE
WELDER, 2nd GRADE

Minimum	Maximum	Spread	Time
$240.60	$280.60	$40	4 Yrs. 6 Mos.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$240.60	6 Mos.	—	—
245.60	6 "	0	6
250.60	6 "	1	0
255.60	6 "	1	6
260.60	6 "	2	0
265.60	6 "	2	6
270.60	9 "	3	0
275.60	9 "	3	9
280.60	Maximum	4	6

ASSISTANT SWITHBOARD OPERATOR
BOILER OPERATOR, 2nd GRADE
DUST COLLECTOR OPERATOR
SPECIAL EQUIPMENT OPERATOR

Minimum	Maximum	Spread	Time
$240.60	$280.60	$40	4 Yrs. 6 Mos.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$240.60	6 Mos.	—	—
245.60	6 "	0	6
250.60	6 "	1	0
255.60	6 "	1	6
260.60	6 "	2	0
265.60	6 "	2	6
270.60	9 "	3	0
275.60	9 "	3	9
280.60	Maximum	4	6

CRANE OPERATOR

Minimum	Maximum	Spread	Time
$248.10	$288.10	$40	4 Yrs. 6 Mos.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$248.10	6 Mos.	—	—
253.10	6 "	0	6
258.10	6 "	1	0
263.10	6 "	1	6
268.10	6 "	2	0
273.10	6 "	2	6
278.10	9 "	3	0
283.10	9 "	3	9
288.10	Maximum	4	6

PAINTER
PIPE COVERER

Minimum	Maximum	Spread	Time
$248.10	$288.10	$40	5 Yrs.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$248.10	6 Mos.	—	—
253.10	6 "	0	6
258.10	6 "	1	0
263.10	6 "	1	6
268.10	9 "	2	0
273.10	9 "	2	9
278.10	9 "	3	6
283.10	9 "	4	3
288.10	Maximum	5	0

RESEARCH TECHNICIAN

Minimum	Maximum	Spread	Time
$260.60	$315.60	$55	5 Yrs. 9 Mos.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$260.60	6 Mos.	—	—
265.60	6 "	0	6
270.60	6 "	1	0
275.60	6 "	1	6
280.60	6 "	2	0
285.60	6 "	2	6
290.60	6 "	3	0
295.60	6 "	3	6
300.60	9 "	4	0
305.60	12 "	4	9
315.60	Maximum	5	9

BUILDING MECHANIC

Minimum	Maximum	Spread	Time
$265.60	$305.60	$40	5 Yrs.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$265.60	6 Mos.	—	—
270.60	6 "	0	6
275.60	6 "	1	0
280.60	6 "	1	6
285.60	9 "	2	0
290.60	9 "	2	9
295.60	9 "	3	6
300.60	9 "	4	3
305.60	Maximum	5	0

BOILER MECHANIC

Minimum	Maximum	Spread	Time
$270.60	$310.60	$40	5 Yrs.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$270.60	6 Mos.	—	—
275.60	6 "	0	6
280.60	6 "	1	0
285.60	6 "	1	6
290.60	9 "	2	0
295.60	9 "	2	9
300.60	9 "	3	6
305.60	9 "	4	3
310.60	Maximum	5	0

GENERATING EQUIPMENT OPERATOR

Minimum	Maximum	Spread	Time
$275.60	$315.60	$40	5 Yrs.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$275.60	6 Mos.	—	—
280.60	6 "	0	6
285.60	6 "	1	0
290.60	6 "	1	6
295.60	9 "	2	0
300.60	9 "	2	9
305.60	9 "	3	6
310.60	9 "	4	3
315.60	Maximum	5	0

ASSISTANT ENGINEER, STATION EFFICIENCY

Minimum	Maximum	Spread	Time
$268.10	$328.10	$60	6 Yrs. 3 Mos.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$268.10	6 Mos.	—	—
273.10	6 "	0	6
278.10	6 "	1	0
283.10	6 "	1	6
288.10	6 "	2	0
293.10	6 "	2	6
298.10	6 "	3	0
303.10	9 "	3	6
308.10	12 "	4	3
318.10	12 "	5	3
328.10	Maximum	6	3

BOILER OPERATOR
ELECTRICAL MECHANIC
LOCOMOTIVE CRANE OPERATOR
LOCOMOTIVE ENGINEER
MACHINIST
PIPEFITTER
SWITCHBOARD OPERATOR
WELDER

Minimum	Maximum	Spread	Time
$288.10	$328.10	$40	5 Yrs.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$288.10	6 Mos.	—	—
293.10	6 "	0	6
298.10	6 "	1	0
303.10	6 "	1	6
308.10	9 "	2	0
313.10	9 "	2	9
318.10	9 "	3	6
323.10	9 "	4	3
328.10	Maximum	5	0

CHEMIST

Minimum	Maximum	Spread	Time
$293.10	$388.10	$95	9 Yrs. 6 Mos.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$293.10	6 Mos.	—	—
298.10	12 "	0	6
308.10	12 "	1	6
318.10	12 "	2	6
328.10	12 "	3	6
338.10	12 "	4	6
348.10	12 "	5	6
358.10	12 "	6	6
368.10	12 "	7	6
378.10	12 "	8	6
388.10	Maximum	9	6

ELECTRICAL INSTRUMENT ENGINEER
MECHANICAL INSTRUMENT ENGINEER

Minimum	Maximum	Spread	Time
$313.10	$373.10	$60	6 Yrs.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$313.10	6 Mos.	—	—
318.10	6 "	0	6
323.10	6 "	1	0
328.10	9 "	1	6
333.10	9 "	2	3
343.10	12 "	3	0
353.10	12 "	4	0
363.10	12 "	5	0
373.10	Maximum	6	0

ENGINEER STATION EFFICIENCY

Minimum	Maximum	Spread	Time
$318.10	Open		5 Yrs. 6 Mos.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$318.10	12 Mos.	—	—
328.10	12 "	1	0
338.10	12 "	2	0
348.10	12 "	3	0
358.10	18 "	4	0
Open		5	6

CLERK, GRADE C

Minimum	Maximum	Spread	Time
$145.60	$185.60	$40	4 Yrs. 6 Mos.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$145.60	3 Mos.	—	—
150.60	6 "	0	3
155.60	6 "	0	9
160.60	6 "	1	3
165.60	6 "	1	9
170.60	9 "	2	3
175.60	9 "	3	0
180.60	9 "	3	9
185.60	Maximum	4	6

CLERK, GRADE CC

Minimum	Maximum	Spread	Time
$160.60	$203.10	$42.50	4 Yrs. 6 Mos.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$160.60	3 Mos.	—	—
165.60	6 "	0	3
170.60	6 "	0	9
175.60	6 "	1	3
180.60	6 "	1	9
185.60	6 "	2	3
190.60	9 "	2	9
195.60	12 "	3	6
203.10	Maximum	4	6

CLERK, GRADE B

Minimum	Maximum	Spread	Time
$175.60	$228.10	$52.50	5 Yrs. 6 Mos.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$175.60	3 Mos.	—	—
180.60	6 "	0	3
185.60	6 "	0	9
190.60	6 "	1	3
195.60	6 "	1	9
200.60	6 "	2	3
205.60	6 "	2	9
210.60	6 "	3	3
215.60	9 "	3	9
220.60	12 "	4	6
228.10	Maximum	5	6

CLERK, GRADE BB

Minimum	Maximum	Spread	Time
$190.60	$243.10	$52.50	5 Yrs. 6 Mos.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$190.60	3 Mos.	—	—
195.60	6 "	0	3
200.60	6 "	0	9
205.60	6 "	1	3
210.60	6 "	1	9
215.60	6 "	2	3
220.60	6 "	2	9
225.60	6 "	3	3
230.60	9 "	3	9
235.60	12 "	4	6
243.10	Maximum	5	6

CLERK, GRADE A

Minimum	Maximum	Spread	Time
$215.60	$275.60	$60	6 Yrs.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$215.60	6 Mos.	—	—
220.60	6 "	0	6
225.60	6 "	1	0
230.60	6 "	1	6
235.60	6 "	2	0
240.60	6 "	2	6
245.60	6 "	3	0
250.60	6 "	3	6
255.60	6 "	4	0
260.60	6 "	4	6
265.60	6 "	5	0
270.60	6 "	5	6
275.60	Maximum	6	0

TRAFFIC AND FUEL CLERK

Minimum	Maximum	Spread	Time
$240.60	$315.60	$75	7 Yrs. 6 Mos.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$240.60	6 Mos.	—	—
245.60	6 "	0	6
250.60	6 "	1	0
255.60	6 "	1	6
260.60	6 "	2	0
265.60	6 "	2	6
270.60	6 "	3	0
275.60	6 "	3	6
280.60	6 "	4	0
285.60	6 "	4	6
290.60	6 "	5	0
295.60	6 "	5	6
300.60	6 "	6	0
305.60	6 "	6	6
310.60	6 "	7	0
315.60	Maximum	7	6

DRAFTSMAN

Minimum	Maximum	Spread	Time
$245.60	$310.60	$65	6 Yrs. 6 Mos.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$245.60	6 Mos.	—	—
250.60	6 "	0	6
255.60	6 "	1	0
260.60	6 "	1	6
265.60	6 "	2	0
270.60	6 "	2	6
275.60	6 "	3	0
280.60	6 "	3	6
285.60	6 "	4	0
290.60	6 "	4	6
295.60	6 "	5	0
300.60	6 "	5	6
305.60	6 "	6	0
310.60	Maximum	6	6

GATE OFFICER

Minimum	Maximum	Spread	Time
$195.60	$233.10	$37.50	4 Yrs. 3 Mos.

Rate Step	Time Step	Cumulative Years	Cumulative Months
$195.60	3 Mos.	—	—
200.60	3 "	0	3
205.60	6 "	0	6
210.60	9 "	1	0
215.60	9 "	1	9
220.60	9 "	2	6
225.60	12 "	3	3
233.10	Maximum	4	3

COMPANY: Confidential

UNION: Electrical Workers--AFL

LOCATION: South West

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: Automatic adjustment Jan. 1948, effective to Dec. 1948

Note: Add 7½% bonus, to rates effective Aug. 1, 1947 to Dec. 31, 1947.

Job Classification and Length of Service	Rate Aug. 1, 1947 to Dec. 31, 1947 Biweekly Dollars	Per Hr. Cents	Rate Jan. 1, 1948 to Dec. 31, 1948 Biweekly Dollars	Per Hr. Cents
PUMPHOUSE OPERATOR				
First 6 months	64.00	80	73.20	91.5
After 6 months	66.40	83	75.60	94.5
After 1 year	68.80	86	78.00	97.5
ASSISTANT FIREMAN				
First 6 months	71.20	89	80.40	100.5
After 6 months	73.60	92	82.80	103.5
After 1 year	76.00	95	85.20	106.5
AUXILIARY OPERATOR				
First 6 months	77.60	97	86.80	108.5
After 6 months	80.00	100	89.20	111.5
RELIEF OPERATOR				
First 6 months	82.40	103	91.60	114.5
After 6 months	84.80	106	94.00	117.5
SWITCHBOARD AND TURBINE OPERATOR				
First 6 months	87.20	109	96.40	120.5
After 6 months	88.80	111	98.00	122.5

JOB CLASSIFICATION AND LENGTH OF SERVICE	Rate Aug. 1, 1947 to Dec. 31, 1947 Biweekly Dollars	Per Hr. Cents	Rate Jan. 1, 1948 to Dec. 31, 1948 Biweekly Dollars	Per Hr. Cents
SANTA FE STATION OPERATOR				
First year	91.20	114	100.40	125.5
After 1 year	92.80	116	102.00	127.5
FIREMAN				
First year	96.00	120	105.20	131.5
After 1 year	100.00	125	109.20	136.5
After 2 years	101.60	127	110.80	138.5
DISPATCHER				
First year	105.60	132	114.80	143.5
After 1 year	107.20	134	116.40	145.5
After 4 years	110.40	138	119.60	149.5
UTILITY ENGINEER				
First year	113.60	142	122.80	153.5
After 1 year	116.00	145	125.20	156.5
LABORER OR JANITOR				
First 6 months	56.00	70	65.20	81.5
After 6 months	57.60	72	66.80	83.5
After 1 year	60.00	75	69.20	86.5
HELPER-MECHANIC ELECTRICIAN				
First 6 months	60.00	75	69.20	86.5
After 6 months	61.60	77	70.80	88.5
After 1 year	64.00	80	73.20	91.5
APPRENTICE-MECHANIC ELECTRICIAN				
First 6 months	68.80	86	78.00	97.5
After 6 months	73.60	92	82.80	103.5
After 12 months	77.60	97	86.80	108.5
After 18 months	82.40	103	91.60	114.5
After 24 months	87.20	109	96.40	120.5
After 30 months	91.20	114	100.40	125.5
FIRST CLASS-MECHANIC ELECTRICIAN				
First 6 months	96.80	121	106.00	132.5
After 6 months	100.00	125	109.20	136.5
After 1 year	104.80	131	114.00	142.5
After 2 years	108.00	135	117.20	146.5
ASSISTANT TEST ENGINEER				
First 6 months	68.00	85	77.20	96.5
After 6 months	75.20	94	84.40	105.5
After 1 year	82.40	103	91.60	114.5
After 2 years	87.20	109	96.40	120.5
TEST ENGINEER				
First 6 months	91.20	114	100.40	125.5
After 6 months	95.20	119	104.40	130.5
After 1 year	100.00	125	109.20	136.5
After 2 years	104.80	131	114.00	142.5
After 3 years	112.80	141	122.00	152.5

(b) The classifications and rates of pay of the Transmission and Distribution Department shall be as follows:

JOB CLASSIFICATION AND LENGTH OF SERVICE	Rate Aug. 1, 1947 to Dec. 31, 1947 Biweekly Dollars	Per Hr. Cents	Rate Jan. 1, 1948 to Dec. 31, 1948 Biweekly Dollars	Per Hr. Cents
JANITOR, LABORER OR HELPER				
First 6 months	56.00	70	65.20	81.5
After 6 months	57.60	72	66.80	83.5
After 1 year	60.00	75	69.20	86.5
GROUNDMAN				
First 6 months	64.00	80	73.20	91.5
After 6 months	65.60	82	74.80	93.5
After 1 year	68.00	85	77.20	96.5
APPRENTICE—LINEMAN SERVICEMAN— TROUBLE—METERS—APPLIANCES— CABLE SPLICER, TRUCK DRIVER AUTO MECHANIC				
First 6 months	70.40	88	79.60	99.5
After 6 months	72.80	91	82.00	102.5
After 12 months	75.20	94	84.40	105.5
After 18 months	77.60	97	86.80	108.5
SECOND-CLASS LINEMAN SERVICEMAN— TROUBLE—METERS—APPLIANCES— CABLE SPLICER, TRUCK DRIVER AUTO MECHANIC				
First 6 months	82.40	103	91.60	114.5
After 6 months	84.80	106	94.00	117.5
After 12 months	87.20	109	96.40	120.5
After 18 months	88.80	111	98.00	122.5
FIRST CLASS AUTO MECHANIC				
First 6 months	91.20	114	100.40	125.5
After 6 months	92.80	116	102.00	127.5
After 1 year	95.20	119	104.40	130.5
After 2 years	99.20	124	108.40	135.5
FIRST-CLASS—LINEMAN SERVICEMAN— TROUBLE, METERS, APPLIANCES				
First 6 months	91.20	114	100.40	125.5
After 6 months	95.20	119	104.40	130.5
After 1 year	100.00	125	109.20	136.5
After 2 years	106.40	133	115.60	144.5
FIRST CLASS CABLE SPLICER				
First 6 months	93.60	117	102.80	128.5
After 6 months	97.60	122	106.80	133.5
After 1 year	101.60	127	110.80	138.5
After 2 years	106.40	133	115.60	144.5
After 3 years	112.80	141	122.00	152.5
INSPECTOR—WIRING, METERS				
First 6 months	92.00	115	101.20	126.5
After 6 months	95.20	119	104.40	130.5
After 1 year	100.00	125	109.20	136.5
After 2 years	107.20	134	116.40	145.5
After 3 years	115.20	144	124.40	155.5

COMPANY: Confidential

UNION: Electrical Workers--AFL

LOCATION: South Atlantic

SIZE OF COMMUNITY: ---

EFFECTIVE DATE: March 1947

WAGE REOPENING: March 1948

SECTION I

OVERHEAD LINE MAINTENANCE AND CONSTRUCTION CREWS
MONTHLY RATES

Classification	Minimum	Maximum
Foremen	$272.00	$292.00
Troublemen	256.00	261.00
Trouble Dispatchers*	236.00	261.00
Apprentice Trouble Dispatchers*— Beginners (a)	146.00	176.00
Apprentice Trouble Dispatchers* (a)	186.00	196.00
Linemen**	235.00	250.00
Patrolmen A***	235.00	250.00
Patrolman B	186.00	196.00
Foresters	214.00	229.00
Apprentice — Linemen or Foresters	186.00	196.00
Trolley Trouble Truck Operators****	170.00	185.00
Winch Truck Operators****	165.00	180.00
Truck Operators****	158.00	173.00
Helpers	146.00	164.00

* Operating Division only.
**Linemen used on cut-in and cut-out work must be able to satisfactorily perform the customary duties for such work.
***Patrolmen A shall have the qualifications of Journeyman Linemen.
****These employees shall work as Truck Operators and Helpers. Employees below the classification of Winch Truck Operators shall not be used to operate hole digging machines
(a) Considered as one job classification. Incremental increases shall be continuous from minimum of "Beginners" rate to maximum of Apprentice Trouble Dispatchers' rate at the regular 6 months intervals.

SECTION II

UNDERGROUND CREWS — MONTHLY RATES

Classification	Minimum	Maximum
Foremen	$290.00	$310.00
Duct Line Foremen*	270.00	283.00
Cable Splicers	260.00	273.00
Apprentice Cable Splicers	211.00	224.00
Mechanics	235.00	250.00
Apprentice Mechanics	186.00	196.00
Hole Helpers	165.00	180.00
Winch Truck Operators**	165.00	180.00
Truck Operators**	158.00	178.00
Helpers	146.00	164.00

* Operating Division only.
**These employees shall work as Truck Operators and Helpers.

SECTIONS III, IV, V, VI

SUBSTATION AND GENERATING PLANT MAINTENANCE AND CONSTRUCTION CREWS AND ELECTRIC REPAIR SHOP—MONTHLY RATES

Classification	Minimum	Maximum
Foremen	$272.00	$292.00
Switchboard Wiremen*	235.00	258.00
Electricians or Mechanics	235.00	250.00
Apprentice — Electricians or Mechanics	186.00	196.00
Helpers	146.00	164.00

*Regularly do switchboard wiring.

SECTION VII

LOAD DISPATCHERS, DIVISION OPERATORS AND SUBSTATION AND GENERATING PLANT SWITCHBOARD OPERATORS — MONTHLY RATES

Classification	Minimum	Maximum
Load Dispatchers	$303.00	$327.00
Assistant Load Dispatchers	273.00	298.00
Chief Division Operators	272.00	292.00
Division Operators	251.00	271.00
Operators A*	229.00	244.00
Operators B*	200.00	212.00
Operators C*	186.00	196.00
Operators D*	160.00	178.00

*Relief Operators regularly relieving at two or more Substations or Generating Plants shall receive $10 per month above the regular rate for their classification

SECTION VIII

APPLIANCE REPAIRMEN — MONTHLY RATES

Classification	Minimum	Maximum
Foremen	$272.00	$292.00
Dispatchers*	256.00	261.00
Appliance Repairmen A	235.00	250.00
Appliance Repairmen B	202.00	212.00
Appliance Repairmen C	182.00	196.00
Helpers	146.00	164.00

* Operating Division only.

SECTION IX

SERVICEMEN OUTSIDE OF DIVISION HEADQUARTERS — MONTHLY RATES

Classification	Minimum	Maximum
Servicemen A	$235.00	$250.00
Servicemen B	202.00	212.00
Servicemen C	182.00	196.00
Helpers	146.00	164.00

SECTION X

METERMEN — INCLUDING METER LABORATORY
MONTHLY RATES

Classification	Minimum	Maximum
Foremen	$272.00	$292.00
Metermen A	235.00	250.00
Metermen B	202.00	212.00
Single Phase Meter Installers	182.00	196.00
Single Phase Meter Testers	182.00	196.00
Helpers	146.00	164.00

SECTION XI

STEAM HEATING DEPARTMENT — MONTHLY RATES

Classification	Minimum	Maximum
Foremen	$272.00	$292.00
Boiler Operators	229.00	244.00
Assistant Boiler Operators	169.00	178.00
Mechanics	235.00	250.00
Apprentice Mechanics	186.00	196.00
Helpers	146.00	164.00

SECTION XII

GAS DEPARTMENT — MONTHLY RATES

Classification	Minimum	Maximum
Foremen	$272.00	$292.00
Appliance Repairmen A*	235.00	250.00
Appliance Repairmen B*	202.00	212.00
Appliance Repairmen C*	182.00	196.00
Metermen A**	235.00	250.00
Metermen B**	202.00	212.00
Mechanics	229.00	244.00
Pipe Fitters	220.00	235.00
Installers	220.00	235.00
Apprentice-Mechanics, Pipefitters or Installers	177.00	184.00
Gas Plant Attendant	186.00	196.00
Helpers	146.00	164.00

*May also work in Electric Appliance Repair Department.
**May also work in Electric Meter Department.

SECTION XIII

STEAM ELECTRIC GENERATING PLANT BOILER, TURBINE AND AUXILIARY EQUIPMENT OPERATORS — MONTHLY RATES

Classification	Minimum	Maximum
Boiler or Turbine Operators	$249.00	$261.00
Assistant Boiler or Turbine Operators	229.00	244.00
Condenser Operators	209.00	224.00
Pulverizer Operators	197.00	212.00
Auxiliary Operators	169.00	178.00
Boiler Operators	200.00	212.00
Boiler or Turbine Operators	200.00	212.00
Auxiliary Operators	169.00	178.00

SECTION XIII (a)

COAL HANDLING CREWS AT PLANTS
MONTHLY RATES

Classification	Minimum	Maximum
Mechanics — Locomotive or Tractor Operators	$235.00	$250.00
Crusher and Dumper Operators	186.00	196.00
Conveyor Operators	169.00	178.00

SECTION XIV

STORES DEPARTMENT IN THE ____ DIVISIONS —
MONTHLY RATES

Classification	Minimum	Maximum
Foremen	$272.00	$292.00
Stock Clerks A	235.00	250.00
Stock Clerks B	202.00	212.00
Stock Clerks C	182.00	196.00
Truck Driver Helpers	158.00	173.00
Helpers	146.00	164.00

SECTION XV

METER READERS IN THE ____ DIVISION — MONTHLY RATES

Base salary and bonus rates of meter readers shall be in accordance with the schedule herein. Changes in salary rate will be based on the date of employment as defined hereundar; and upon completion of the period of service required at his existing rate, he will receive his new rate beginning with the next payroll period. The date of employment in so far as application of base salary is concerned will be considered the date employee started reading meters.

Classification

Skip and Special and Demand Meter Readers — Minimum, $230.00 Maximum, $240.00

Regular Meter Readers (Urban and Rural) —			
Begin			$152.00
After	6	Mos.	157.00
"	12	"	162.00
"	18	"	167.00
"	24	"	172.00
"	30	"	177.00
"	36	"	190.00
"	42	"	195.00
"	48	"	200.00
"	54	"	205.00

METER READERS IN THE ____ DIVISION

BONUS RATE (Payable Monthly)

Efficiency Bonus (Combined Reading and Subtraction Errors):

For no errors	$20.00
For 1 error	$18.00
For 2 errors	$15.00
For 3 errors	$10.00
For 4 errors	$ 5.00
Over 4 errors	None

Attendance Bonus:
A bonus of $2.00 will be paid for perfect monthly attendance record.

SECTION XVII

LABORERS WORKING IN THE OPERATING, MAINTENANCE AND CONSTRUCTION DEPARTMENTS IN THE ABOVE NAMED SECTIONS AND IN THE ADVERTISING DEPARTMENT — MONTHLY RATES

Classification	Minimum	Maximum
Laborers A	$121.00	$130.00
Laborers B	114.00	119.00

SECTION XVIII

JANITORS AND PORTERS WORKING IN THE GENERAL OFFICE BUILDING, IN THE ADVERTISING DEPARTMENT, AND IN THE OPERATION AND MAINTENANCE OF THE ____ DIVISION ELECTRIC AND STEAM HEATING DEPARTMENTS, AND STORES DEPARTMENT — MONTHLY RATES

Classification	Minimum	Maximum
Janitors and Porters	$114.00	$119.00

SECTION XIX

MAIDS — MONTHLY RATES

Classification	Minimum	Maximum
Maids	$ 91.00	$105.00

COMPANY: Confidential

UNION: Electrical Workers--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: ---

EFFECTIVE DATE: March 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 4¢ on evening, 6¢ on night shift.

JOB TITLE	RATE
Switchboard Operatar—1st Class	$ 1.43 hr.
Swithboard Operatar—1st Class (Relief)	1.32 "
Switchboard Operatar—2nd Class	1.16 "
Turbine Operatar	1.43 "
Turbine Operatar (Relief)	1.32 "
Pump Operatar—1st Class	1.27 "
Pump Operatar—1st Class (Relief)	1.21 "
Pump Operatar—2nd Class	1.16 "
Mill Operatar	1.09 "
Fireman—Unit Boiler	1.43 "
Fireman—Unit Boiler (Relief)	1.32 "
Fireman—Unit Boiler —Assistant	1.21 "
Chief Coal Unloader	1.09 "
Chemist and Test Engineer	1.58 "
Instrument Man	1.30 "
Machinist—1st Class	1.46 "
Machinist—2nd Class	1.24 "
Repairman—1st Class	1.30 "
Repairman—2nd Class	1.14 "
Utility C & M Man—Chief	1.58 "
Utility C & M Man—1st Class	1.46 "
Utility C & M Man—2nd Class (1st year)	1.13 "
Utility C & M Man—2nd Class (2nd year)	1.24 "
Hydra Operatar—Class "C" Station	1.16 "
Layout Man—Sr.	60.80 wk.
Layout Man	56.00 "
Layout Man—Jr.	47.20 "
Division Dispatcher	65.60 "
Substation Operatar—1st Class	51.60 "
Lineman—Chief	1.58 hr.
Lineman—1st Class	1.46 "
Lineman—2nd Class (1st year)	$ 1.13 "
Lineman—2nd Class (2nd year)	1.24 "
Lineman—Apprentice (1st year)	.91 "
Lineman—Apprentice (2nd year)	1.02 "
Groundman	.91 "
Digger Operatar	1.24 "
Digger Operatar's Helper	1.16 "
Utility C & M Man—Chief	1.58 "
Utility C & M Man—1st Class	1.46 "
Utility C &M Man—2nd Class (1st year)	1.13 "
Utility C & M Man—2nd Class (2nd year)	1.24 "
Field Tester—Chief	63.20 wk.
Field Tester—1st Class	56.00 "
Field Tester—2nd Class	49.60 "
Field Tester—3rd Class	44.80 "
Field Inspectar	56.00 "
Meter Installer	42.80 "
Laboratory Tester—Chief	60.80 "
Laboratory Tester—1st Class	53.60 "
Laboratory Tester—2nd Class	46.80 "
Laboratory Tester—3rd Class	41.20 "
Mechanic—Chief	1.46 "
Mechanic—1st Class	1.29 "
Mechanic—2nd Class	1.16 "
Storekeeper	51.60 wk.
Meter Reader—Collectar	45.20 "
Meter Reader—Chief	51.60 "
Meter Reader	41.60 "
Meter Reader—Jr.	36.40 "
Clerk—Sr.	56.00 "
Clerk—Int. Sr.	49.60 "
Clerk	45.20 "
Clerk—Jr.	36.80 "
Clerk—Int. Jr.	32.00 "
Stenographer—Sr.	45.20 "
Stenagrapher—Jr.	$34.00 "
Typist	32.00 "
Stenagrapher	38.40 "
Stenagrapher—Clerk	38.40 "
Typist—Clerk	34.00 "
Labarer—Semi-skilled	1.03 hr.
Labarer—1st Class	.92 "
Labarer	.85 "
Janitar	.87 "
Utility Man (Building Service)	1.35 "
Utility Man (Electric Meter)	49.60 wk.
Utility Man (Line)	63.20 "
Utility Man (Engineering)	40.40 "
Utility Man (Cust. Acctg.-Bldg. Ser.)	1.01 hr.
Utility Man (Meter—Engineering)	54.40 wk.
Customers Service Clerk	54.00 "
Bookkeeper—Chief *	60.80 "
Bookkeeper—Sr. "A" *	56.00 "
Bookkeeper—Sr. "B" *	49.60 "
Bookkeeper	47.20 "
Customer Accounting Clerk	40.80 "
Collectar	45.20 "
Billing Clerk	38.40 "
Billing Clerk—Jr.	32.00 "
Application Clerk	42.80 "
Cashier	36.40 "
Cashier—Jr.	32.00 "
Addressograph Operatar	32.00 "
Messenger	27.60 "
Telephone Operatar	38.40 "
Bookkeeper—Sr. (General Accounting)	56.00 "
Bookkeeper (General Accounting)	49.60 "

* "Chief" — Office representing over 10,000 meters
"A" — Office representing 6,000 to 10,000 meters
"B" — Office representing less than 6,000 meters

COMPANY: Virginia Electric and Power Co.

UNION: Electrical Workers--AFL

LOCATION: Virginia

SIZE OF COMMUNITY: ---

EFFECTIVE DATE: April 1947

WAGE REOPENING: None specified; 1-yr. agmt.

STATIONS AND SUBSTATIONS

JOB CLASSIFICATION	Richmond Area (Feb '64)				Richmond Area (Oct '64)				Norfolk Div. (Reserve Ave.)			
	First 3 mo	Next 9 mo	Next 12 mo	Thereafter	First 3 mo	Next 9 mo	Next 12 mo	Thereafter	First 3 mo	Next 9 mo	Next 12 mo	Thereafter
Switchboard Operator, Steam Stations	1.20	1.32	1.38	1.42					1.20	1.30	1.38	1.42
Asst. Switchboard Operator, Steam Sta.									1.16	1.30	1.34	1.38
High Pressure Turbine Operator	1.32	1.38	1.38	1.32	1.30	1.38	1.38	1.32	1.32	1.38	1.38	1.38
Low Pressure Turbine Operator	1.18	1.31	1.34	1.38					1.18	1.31	1.34	1.38
High Pressure Boiler Operator	1.38	1.32	1.38	1.42	1.38	1.32	1.38	1.32	1.38	1.32	1.38	1.42
High Pressure Boiler Operator B									1.38	1.38	1.38	1.42
Low Pressure Boiler Operator	1.18	1.31	1.34	1.38								
High Pressure Auxiliary Operator	1.13	1.18	1.18	1.22	1.13	1.18	1.18	1.22	1.13	1.18	1.18	1.22
Low Pressure Auxiliary Operator	1.08	1.08	1.08	1.13					1.04	1.08	1.04	1.13
Foreman, 1st Class									1.01	1.04	1.07	1.11
Switchboard Operator, Hydro Stations A	1.31	1.38	1.38	1.32								
Hydro Operator B (Bulk Line)	1.21	1.28	1.28	1.34								
Hydro Auxiliary Operator	1.13	1.18	1.18	1.28								
Operating Helper	.94	1.01	1.04	1.11	.98	1.01	1.08	1.11	.98	1.01	1.08	1.11
Coal Equipment Operator 1st Class	1.04	1.11	1.18	1.11	1.08	1.11	1.18	1.11				
Coal Equipment Operator 2nd Class	1.04	1.11	1.18	1.21	1.04	1.11	1.18	1.21	1.04	1.11	1.18	1.21
Coal Crew Leader									.94	.98	1.08	1.04
Coal Handler	.91	.94	.97	1.01	.91	.94	.97	1.01	.91	.94	.97	1.01
Ash Handler	.91	.94	.97	1.01	.91	.94	.97	1.01	.91	.94	.97	1.01
Plant Clerk	1.01	1.04	1.07	1.11	1.04	1.04	1.07	1.11	1.01	1.04	1.07	1.11
Watchman	.81	.84	.81	.88	.81	.88	.81	.84	.81	.84	.81	.84
Janitor	.75	.84	.84	.84	.75	.88	.84	.88	.75	.84	.84	.88
Chargeman	.78	.78	.81	.84								

Mechanic, 1st Class	1.31	1.34	1.37	1.41	1.31	1.34	1.37	1.41	1.31	1.34	1.37	1.41
Mechanic, 2nd Class	1.11	1.16	1.21	1.26	1.11	1.16	1.21	1.26	1.11	1.16	1.21	1.26
Machinist, 1st Class	1.31	1.34	1.37	1.41	1.31	1.34	1.37	1.41	1.31	1.34	1.37	1.41
Machinist, 2nd Class	1.11	1.16	1.21	1.26	1.11	1.16	1.21	1.26	1.11	1.16	1.21	1.26
Painter, 1st Class	1.31	1.34	1.37	1.41	1.31	1.34	1.37	1.41	1.31	1.34	1.37	1.41
Painter, 2nd Class	1.11	1.16	1.21	1.26	1.11	1.16	1.21	1.26	1.11	1.16	1.21	1.26
Carpenter, 1st Class	1.31	1.34	1.37	1.41	1.31	1.34	1.37	1.41	1.31	1.34	1.37	1.41
Carpenter, 2nd Class	1.11	1.16	1.21	1.26	1.11	1.16	1.21	1.26	1.11	1.16	1.21	1.26
Blacksmith, 1st Class	1.31	1.34	1.37	1.41	1.31	1.34	1.37	1.41	1.31	1.34	1.37	1.41
Blacksmith, 2nd Class	1.11	1.16	1.21	1.26	1.11	1.16	1.21	1.26	1.11	1.16	1.21	1.26
Welder, 1st Class	1.31	1.34	1.37	1.41	1.31	1.34	1.37	1.41	1.31	1.34	1.37	1.41
Welder, 2nd Class	1.11	1.16	1.21	1.26	1.11	1.16	1.21	1.26	1.11	1.16	1.21	1.26
Pipe Fitter, 1st Class	1.31	1.34	1.37	1.41	1.31	1.34	1.37	1.41	1.31	1.34	1.37	1.41
Pipe Fitter, 2nd Class	1.11	1.16	1.21	1.26	1.11	1.16	1.21	1.26	1.11	1.16	1.21	1.26
Refractory Bricklayer, 1st Class	1.43	1.46	1.49	1.53	1.43	1.46	1.49	1.53	1.43	1.46	1.49	1.53
Refractory Bricklayer, 2nd Class	1.23	1.28	1.33	1.38	1.23	1.28	1.33	1.38	1.23	1.28	1.33	1.38
Electrician, 1st Class	1.31	1.36	1.41	1.46	1.31	1.36	1.41	1.46	1.31	1.36	1.41	1.46
Electrician, 2nd Class	1.11	1.16	1.21	1.26	1.11	1.16	1.21	1.26	1.11	1.16	1.21	1.26
Maintenance Helper	.96	1.01	1.06	1.11	.96	1.01	1.06	1.11	.96	1.01	1.06	1.11
Laborer	.76	.80	.84	.89	.76	.80	.84	.89	.76	.80	.84	.89
Substation Oper.—A Substation	1.11	1.17	1.22	1.29	.....	.....	.....	.....	1.11	1.17	1.23	1.29
Substation Oper —A Substation (Suffolk)	.....	.....	.....	.....	.....	.....	.....	.....	1.08	1.14	1.20	1.26

STATIONS AND SUBSTATIONS

JOB CLASSIFICATION	Peninsula District (Hampton)				Potomac District (Alexandria)				Blue Ridge District (Bremo)				Allegheny District (Roosevelt)			
	First 3 mo.	Next 9 mo.	Next 12 mo.	Thereafter	First 3 mo.	Next 9 mo.	Next 12 mo.	Thereafter	First 3 mo.	Next 9 mo.	Next 12 mo.	Thereafter	First 3 mo.	Next 9 mo.	Next 12 mo.	Thereafter
Asst. Plant Operator	.....	.....	.....	.....	1.34	1.38	1.42	1.46	.....	.....	.....	.....	.....	.....	.....	.....
Relief Plant Operator	1.34	1.38	1.42	1.46	.....	.....	.....	.....	1.34	1.38	1.42	1.46	1.26	1.30	1.34	1.38
High Pressure Boiler Oper.	1.28	1.32	1.36	1.41	1.25	1.30	1.35	1.40	.....	.....	.....	.....	.....	.....	.....	.....
Boiler Operator	1.25	1.29	1.33	1.38	.....	.....	.....	.....	1.29	1.33	1.37	1.41	1.20	1.24	1.28	1.33
Boiler Operator B	1 18	1.22	1.26	1.31	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Relief Boiler Operator	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1.08	1.09	1.12	1.17
Swing Man	.....	.....	.....	.....	.....	.....	.....	.....	1.14	1.17	1.21	1.25	.....	.....	.....	.....
Switchboard Operator, Steam Station	1.14	1.18	1.22	1.26	1 14	1.18	1 22	1.26	.....	.....	.....	.....	.....	.....	.....	.....
Auxiliary Operator	1.03	1.06	1.10	1.14	1.03	1.06	1.10	1 14	1.02	1.06	1.09	1.13	1.02	1.06	1.09	1.13
Oiler, 2nd Class	.....	.....	.....	.....	.....	.....	.....	.....	.89	.94	.99	1.04	.....	.....	.....	.....
Fireman, 1st Class	.....	.....	.....	.....	1.01	1.04	1.08	1.12	.....	.....	.....	.....	1.01	1.04	1.08	1.12
Fireman, 2nd Class	.....	.....	.....	.....	.91	.94	.97	1.01	.....	.....	.....	.....	.....	.....	.....	.....
Coal Crane Operator	1.34	1.38	1 42	1.46	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Asst. Coal Crane Operator	1.14	1.19	1.24	1.29	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Chief Coal Handler	.....	.....	.....	.....	1.34	1.38	1.42	1.46	1.31	1.35	1.39	1.43	1.31	1.35	1.39	1.43
Coal Handler, 1st Class	.....	.....	.....	.....	1.14	1.19	1.24	1.29	.....	.....	.....	.....	.....	.....	.....	.....
Coal Handler	.91	.94	.97	1 01	.91	.94	.97	1.01	.91	.94	.97	1.01	.91	.94	.97	1.01
Ash Handler	.91	.94	.97	1 01	.91	.94	.97	1.01	.91	.94	.97	1.01	.91	.94	.97	1.01
Janitor	.76	.80	.84	.89	.76	.80	.84	.89	.76	.80	.84	.89	.....	.....	.....	.....
Marine Engineer	1 21	1.24	1.27	1 31	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Tug Boat Fireman	.81	.84	.87	.91	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Deck Hand	81	84	87	.91	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Mechanic, 1st Class	1 31	1 34	1 37	1 41	1 31	1 34	1 37	1.41	1 31	1 34	1 37	1.41	1 31	1 34	1.37	1.41
Mechanic, 2nd Class	1 11	1 16	1 21	1.26	1 11	1 16	1 21	1.26	1 11	1 16	1 21	1.26	1.11	1 16	1.21	1 26
Machinist, 1st Class	1 31	1.34	1 37	1.41	1 31	1 34	1.37	1.41	1.31	1 34	1.37	1 41	1 31	1.34	1.37	1.41
Machinist, 2nd Class	1.11	1.16	1.21	1.26	1 11	1 16	1 21	1 26	1 11	1.16	1 21	1.26	1.11	1 16	1.21	1.26
Painter, 1st Class	1 31	1 34	1 37	1 41	1 31	1.34	1 37	1 41	1 31	1 34	1.37	1.41	1.31	1.34	1.37	1.41
Painter, 2nd Class	1 11	1 16	1.21	1 26	1 11	1.16	1.21	1.26	1.11	1 16	1.21	1 26	1 11	1.16	1.21	1.26
Carpenter, 1st Class	1 31	1 34	1.37	1 41	1.31	1 34	1 37	1.41	1 31	1.34	1.37	1.41	1.31	1.34	1.37	1.41
Carpenter, 2nd Class	1 11	1 16	1.21	1.26	1 11	1 16	1 21	1.26	1.11	1.16	1 21	1.26	1.11	1.16	1.21	1.26
Blacksmith, 1st Class	1 31	1 34	1.37	1 41	1.31	1.34	1.37	1.41	1.31	1 34	1.37	1.41	1.31	1.34	1.37	1.41
Blacksmith, 2nd Class	1.11	1 16	1 21	1.26	1.11	1.16	1 21	1.26	1 11	1.16	1 21	1.26	1.11	1.16	1.21	1.26
Welder, 1st Class	1 31	1 34	1.37	1 41	1.31	1 34	1.37	1.41	1.31	1.34	1.37	1.41	1.31	1.34	1.37	1.41
Welder, 2nd Class	1 11	1.16	1.21	1.26	1 11	1.16	1.21	1.26	1.11	1 16	1.21	1 26	1.11	1.16	1.21	1.26
Pipe Fitter, 1st Class	1 31	1.34	1.37	1.41	1.31	1 34	1.37	1.41	1.31	1.34	1 37	1.41	1.31	1.34	1.37	1.41
Pipe Fitter, 2nd Class	1 11	1.16	1.21	1 26	1.11	1.16	1.21	1.26	1 11	1.16	1.21	1.26	1.11	1.16	1.21	1.26
Electrician, 1st Class	1 31	1.36	1.41	1 46	1 31	1.36	1.41	1 46	1.31	1.36	1.41	1.46	1.31	1.36	1.41	1.46
Electrician, 2nd Class	1 11	1 16	1.21	1 26	1 11	1 16	1.21	1 26	1.11	1.16	1.21	1.26	1 11	1.16	1.21	1.26
Maintenance Helper	.96	1.01	1.06	1 11	.96	1.01	1 06	1 11	.96	1.01	1.06	1.11	.96	1.01	1.06	1.11
Analyst, Sr	.....	.....	.....	.....	1 24	1.29	1 34	1 39	1 24	1.29	1.34	1 39	.....	.....	.....	.....
Analyst, Jr	1 02	1.07	1.12	1.17	1.02	1 07	1 12	1 17	1.02	1.07	1.12	1.17	1.02	1.07	1.12	1.17
Plant Clerk	1 01	1.04	1.07	1.11	1.01	1 04	1.07	1.11	1.01	1.04	1.07	1.11	1.01	1.04	1.07	1.11
Laborer	76	.80	.84	89	.76	.80	.84	.89	.76	.80	.84	.89	.76	.80	.84	.89
Substation Oper.—A Sub.	1.19	1.22	1.25	1 29	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Chief Substation Operator—B Sub.	.....	.....	.....	.....	.....	.....	.....	.....	1.13	1.15	1.18	1.21	.....	.....	.....	.....
Substation Oper.—B Sub.	1.08	1.08	1.13	1.13	1.03	1.08	1.13	1.18	1.00	1.05	1.10	1.15	1.00	1.05	1.10	1.15
Substation Oper.—C Sub.	.....	.....	.....	.....	.....	.....	.....	.....	.89	.94	.99	1.04	.....	.....	.....	.....
Hydro Oper., 1st Class	.....	.....	.....	.....	1.06	1.10	1.14	1.19	.....	.....	.....	.....	1.06	1.10	1.14	1.19
Hydro Oper., 2nd Class	.....	.....	.....	.....	.89	.94	.99	1.04	.89	.94	.99	1.04	.....	.....	.....	.....
Operating Helper (Williamsburg—1cel	.89	.94	.99	1.04	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

STATIONS AND SUBSTATIONS

JOB CLASSIFICATION	Petersburg District				Roanoke District				Southside District				Rappahannock Dist			
	First 3 mo	Next 9 mo.	Next 12 mo	Thereafter	First 3 mo.	Next 9 mo.	Next 12 mo	Thereafter	First 3 mo	Next 9 mo	Next 12 mo	Thereafter	First 3 mo	Next 9 mo	Next 12 mo	Thereafter
Switchboard Operator, Hydro Station A	1 21	1 25	1 29	1 33	1 21	1 25	1 29	1 33								.....
Asst Switchboard Operator, Hydro Station A	1 04	1.09	1 14	1 19	1 04	1 09	1 14	1 19						.....	.....	.....
Hydro Oper B (Harvell)	1.21	1.23	1 26	1 29	..	...							1 18	1 21	1 24	1 28
Hydro Operator B	....			...									91	96	1 01	1 06
Operating Helper	.91	96	1 01	1 06	91	96	1 01	1 06								
Chief Hydro Operator (Emporia)									1.12	1 17	1 22	1 27				
Chief Hydro Operator (Halifax)									1 17	1 22	1 27	1 32				...
Hydro Operator, 1st Class (Emporia)									1 06	1 10	1 14	1 19			.....	.....
Hydro Oper, Sr (Halifax)									1 10	1 14	1 19	1 24			.....	.....
Watchman	81	86	91	96	81	86	91	96					81	86	.91	.96
Janitor	76	80	84	89	76	80	84	89					76	80	.84	.89
Mechanic, 1st Class	1 31	1 34	1 37	1 41	1 31	1 34	1 37	1 41	1 31	1 34	1 37	1 41	1 31	1 34	1 37	1 41
Mechanic, 2nd Class	1 11	1 16	1 21	1 26	1 11	1 16	1 21	1 26	1 11	1 16	1 21	1 26	1 11	1 16	1 21	1 26
Painter, 1st Class	1 31	1.34	1 37	1 41	1 31	1 34	1 37	1 41	1 31	1 34	1 37	1 41	1 31	1 34	1.37	1.41
Painter, 2nd Class	1.11	1 16	1 21	1 26	1.11	1 16	1 21	1 26	1 11	1 16	1 21	1 26	1 11	1 16	1 21	1 26
Carpenter, 1st Class	1 31	1 34	1 37	1 41	1.31	1.34	1 37	1 41	1 31	1 34	1 37	1 41	1 31	1 34	1.37	1 41
Carpenter, 2od Class	1.11	1 16	1 21	1 26	1 11	1 16	1 21	1 26	1 11	1 16	1 21	1 26	1 11	1 16	1.21	1 26
Electrician, 1st Class	1 31	1 36	1 41	1 46	1 31	1 36	1 41	1 46	1 31	1 36	1 41	1 46	1 31	1 36	1 41	1.46
Electrician, 2nd Class	1 11	1 16	1 21	1 26	1 11	1 16	1 21	1 26	1 11	1 16	1 21	1 26	1 11	1 16	1 21	1 26
Maintenance Helper	96	1 01	1 06	1 11	96	1 01	1 06	1 11	96	1 01	1 06	1 11	96	1 01	1 06	1 11
Laborer	.76	80	84	89	76	80	84	89	76	80	84	89	76	80	84	89
Substation Oper —A Sub.	1.16	1 19	1 22	1 26											....	.....

ELECTRIC DISTRIBUTION

JOB CLASSIFICATION	First 3 mo.	Next 9 mo.	Next 12 mo.	Thereafter
Lineman, 1st Class	1.27	1.31	1.35	1.39
Electric Serviceman, 1st Class	1.27	1.31	1.35	1.39
Lineman, 2nd Class	1.06	1.11	1.17	1.23
Electric Serviceman, 2nd Class	1.06	1.11	1.17	1.23
Line Truck Driver	1.01	1.04	1.07	1.11
Combination Serviceman	1.21	1.26	1.31	1.36
Meter Installer, 1st Class	1.25	1.29	1.34	1.39
Meter Installer, 2nd Class	1.01	1.06	1.11	1.16
Cable Splicer, 1st Class	1.36	1.39	1.42	1.46
Cable Splicer, 2nd Class	1.16	1.21	1.26	1.31
Cable Splicer, 3rd Class	1.04	1.06	1.08	1.11
Distb Carpenter, 1st Class	1.31	1.34	1.37	1.41
Distb. Carpenter, 2nd Class	1.11	1.16	1.21	1.26
Bricklayer, 1st Class	1.31	1.34	1.37	1.41
Bricklayer, 2nd Class	1.11	1.16	1.21	1.26
Appliance Serviceman, 1st Class	1.25	1.29	1.34	1.39
Appliance Serviceman, 2nd Class	1 06	1 11	1.16	1 21
Shop Repairman, 1st Class	1.16	1 21	1.26	1.31
Shop Repairman, 2nd Class	1.01	1.04	1.07	1.11
Utility Man	1.08	1.13	1.18	1.23
Electric Serviceman Dispatcher	1.16	1.20	1.24	1.28
Line Clerk	1.01	1.04	1.07	1.11
Distribution Inspector	1.21	1.26	1.31	1.36
Wiring Inspector	1.36	1.41	1.46	1.51
Helper	.91	.94	.97	1.01
Concrete Worker	.81	.86	.91	.96
Watchman	.81	.86	.91	.96
Janitor	.76	.80	.84	.89
Charwoman	.76	.78	.81	.84
Laborer	.76	.80	.84	.89
Meter Repairman, 1st Class	1.21	1.26	1.31	1.36
Meter Repairman, 2nd Class	1.01	1.06	1.11	1.16
Chief Meter Tester	1.53	1.56	1.59	1.62
Meter Technician (System)	1.46	1.48	1.50	1.53
Senior Meter Tester	1.33	1.37	1.41	1.46
Meter Tester	1.22	1.25	1.29	1.33
Junior Meter Tester	1 05	1.10	1.15	1.20
Meter Helper & Shop Tester	.91	.94	.97	1 01

SYSTEM DISPATCHING

JOB CLASSIFICATION	First 3 mo.	Next 9 mo.	Next 12 mo.	Thereafter
System Operator (Richmond)	1.51	1.56	1.61	1.66
Load Dispatcher (Charlottesville)	1.36	1.40	1.44	1.48

SYSTEM ELECTRIC TRANSMISSION

JOB CLASSIFICATION	First 3 mo.	Next 9 mo.	Next 12 mo.	Thereafter
Transmission Lineman, 1st Class	1.36	1.39	1.42	1.46
Transmission Lineman, 2nd Class	1.21	1.25	1.29	1.33
Transmission Lineman, 3rd Class	1.01	1.04	1.07	1.11
Transmission Patrolman, 1st Class	1.31	1.36	1.41	1.46
Transmission Patrolman, 2nd Class	1.21	1.25	1.29	1.33
Electrical Tester	1.36	1.41	1.46	1.51
Transmission Electrician, 1st Class	1.31	1.36	1.41	1.46
Transmission Electrician, 2nd Class	1.16	1.21	1.26	1.31
Shop Electrician, 1st Class	1.31	1.36	1.41	1.46
Shop Electrician, 2nd Class	1.11	1.16	1.21	1.26
Helper	.91	.94	.97	1.01
Laborer	.76	.80	.84	.89

MOTOR VEHICLE

JOB CLASSIFICATION	First 3 mo.	Next 9 mo.	Next 12 mo.	Thereafter
Auto Mechanic, 1st Class	1 22	1.25	1.29	1.33
Auto Mechanic, 2nd Class	1 06	1.09	1.13	1.17
Helper	.91	.94	.97	1.01
Garageman	86	.89	.92	.96
Laborer	.76	.80	.84	.89
Chauffeur	1 01	1.04	1.07	1 11
Inspector Repairman	1 33	1.36	1 39	1.43

ACCOUNTING

JOB CLASSIFICATION	First 3 mo.	Next 9 mo.	Next 12 mo.	Thereafter
Junior Storekeeper A	1 06	1.09	1.12	1.16
Junior Storekeeper B	.91	.94	.97	1.01
Stock Handler	1.06	1.11	1 16	1.21
Stock Helper	.86	.89	92	96
Stock Truck Driver	91	.94	97	1 01
Storeroom Laborer	.76	.80	.84	89
Collector	1 01	1 04	1 07	1.11
Meter Reader	1 01	1 04	1 07	1.11

GAS PRODUCTION

JOB CLASSIFICATION	Norfolk District				Peninsula District			
	First 3 mo.	Next 9 mo.	Next 12 mo.	Thereafter	First 3 mo.	Next 9 mo	Next 12 mo	Thereafter
Gas Maker, 1st Class	1.28	1 32	1 36	1 41	1 28	1.32	1 36	1 41
Gas Maker, 2nd Class	1 03	1 07	1 12	1 17	1 03	1 07	1 12	1 17
Compressor Station Operator	1.06	1.12	1 17	1 22				
Auxiliary Operator					1 01	1.04	1 08	1 12
Oiler	.91	.96	99	1 03				
Boiler Operator	1.01	1.04	1.08	1.12				
Fireman					1.01	1.04	1 08	1 12
Stoker	.86	.89	92	96	.86	.89	.92	.96
Coal Handler					.91	.94	97	1.01
Tar Processor	.86	.89	.92	96				
Clinkerer	.86	89	92	96				
Plant Repairman, 1st Class	1 31	1.34	1 37	1.41	86	.89	92	.96
Plant Repairman, 2nd Class	1 11	1.16	1 21	1 26	1.31	1.34	1.37	1.41
Helper	.91	.96	1.01	1 06	1 11	1.16	1.21	1.26
Laborer	.76	.80	84	89	91	.96	1 01	1.06
					.76	80	.84	.89

GAS DISTRIBUTION

JOB CLASSIFICATION	Norfolk District				Peninsula District			
	First 3 mo.	Next 9 mo.	Next 12 mo	Thereafter	First 3 mo	Next 9 mo.	Next 12 mo.	Thereafter
Gas Serviceman	1.25	1.29	1.34	1 39	1 25	1.29	1.34	1.39
Complaint Man	1.06	1.09	1 13	1 17	1 06	1 09	1.13	1.17
Utility Man	1.06	1.13	1.18	1 23				
Gas Fitter					.96	.99	1.02	1.06
Pipe Layer	.86	.89	.92	.96	.86	.89	.92	.96
Dripman	.96	.99	1.02	1.06				
Helper	.91	.94	97	1.01	.91	.94	97	1.01
Charwoman	.76	.78	81	84				
Laborer	.76	80	84	89	76	.80	.84	.89
Meter Repairman, 1st Class	1.26	1.31	1.36	1 41	1.26	1.31	1.36	1.41
Meter Repairman, 2nd Class	1.06	1.09	1 13	1 17	1.06	1.09	1.13	1.17

COMPANY: Confidential

UNION: Electrical Workers--AFL

LOCATION: South Atlantic

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: September 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Note: Symbols in left hand column below refer to shift (SH), non-shift (NS), and scheduled (S) employees

(SH)	Dispatcher	1.73	1.77	1.81
(SH)	Assistant Dispatcher	1.65	1.69	1.73
(SH)	Watch Engineer, High Pressure	1.61	1.65	1.69
(NS)	Chief Electrician, High Pressure	1.58	1.62	1.66
(NS)	Master Mechanic, High Pressure			
(NS)	Chief Electrician, Low Pressure	1.55	1.59	1.63
(NS)	Master Mechanic, Low Pressure			
(NS)	Division Substation Electrician			
(NS)	Radio Mechanic			
(S)	Instrument Mechanic & Water Analyst			
(SH)	Watch Engineer, Low Pressure	1.52	1.56	1.60
(NS)	Working Foreman (Underground)			
(SH)	Turbine Operator, High Pressure	1.44	1.48	1.52
(SH)	Switchboard Operator, High Pressure			
(NS)	Working Foreman (Other)		1.50	1.54
(SH)	Distribution Dispatcher			
(S)	Troubleman		1.47	1.50
(NS)	Machinist			
(SH)	Turbine Operator, Low Pressure	1.36	1.40	1.44
(SH)	Boiler Operator, High Pressure			
(NS)	Electrician			
(NS)	Mechanic			
(NS)	Maintenance Mechanic			
(NS)	Lineman			
(S)	Serviceman (A)			
(NS)	Meterman			
(NS)	Appliance Repairman			
(S)	Mechanic and Water Analyst			
(SH)	Chief Operator (Dunnellon Hydro)		1.20	1.24 1.28
(SH)	Boiler Operator, Low Pressure	1.14	1.17	1.20 1.23
(SH)	Assistant Boiler Operator, High Pressure			
(S)	Water Analyst			
(S)	Serviceman (B)			
(S)	Division Substation Operator			
(SH)	Hydro Plant Operator	1.07	1.10	1.13 1.16
(NS)	Diesel Plant Operator			
(NS)	Maintenance Man			

(NS)	Electrician Apprentice	1.01	1.04	1.07	1.10	1.13
(NS)	Mechanic Apprentice					
(NS)	Lineman Apprentice					
(NS)	Meterman Apprentice					
(NS)	Appliance Repairman Apprentice					
(NS)	Forester					
(S)	Water Analyst, Jr.					
(SH)	Auxiliary Operator		1.02	1.05	1.08	1.11
(S)	Attended Substation Operator		.99	1.02	1.05	1.08
(NS)	Winch Truck Driver-Helper					
(SH)	Plant Apprentice	.89	.92	.95	.98	
(NS)	Groundman	.85	.88	.91	.94	
(NS)	Electrician Helper					
(NS)	Mechanic Helper					
(NS)	Meterman Helper					
*	Janitor			.79	.84	
*	Laborer (A)					
*	Laborer (B)			.70	.75	

Increases in wage rates within the rate ranges shall be made at intervals of six (6) months.

* Employees in these job classifications shall be considered as shift, scheduled, or non-shift, depending on the type of work which they are performing.

COMPANY: Pacific Gas and Electric Co.

UNION: Utility Workers--CIO

LOCATION: California

SIZE OF COMMUNITY: --

EFFECTIVE DATE: January 1948

WAGE REOPENING: March 1948

Shift Bonus: 4¢ on 2nd, 6¢ on 3rd shift

Note: Add $2 per week to each of the weekly wage rates listed below.

PACIFIC GAS AND ELECTRIC COMPANY
EAST BAY and SAN FRANCISCO DIVISIONS,
CENTRAL SUPPLY DEPARTMENT, CENTRAL ACCOUNTING DEPARTMENT,
and
CENTRAL CUSTOMERS ACCOUNTS DEPARTMENT

BASIC WAGE SCHEDULES, CLERICAL EMPLOYEES

General Classification	Grade or Sub-Classif.	P.R. Sym.	Min. Per Week	Max. Per Week
Adjuster			$58.50	$64.10
Clerk	Senior	A	58.50	64.10
	First	B	54.30	58.50
	Routine A	C	48.80	54.30
	Routine B	D	43.25	48.80
	Junior A	E	30.75	43.25
Clerk, Ledger X			54.30	58.50
Clerk, Supervising		B	64.10	67.85
Messenger, Office Boy or Girl				
Start	$26.40			
End 30 days	29.25			
End 6 months	31.45			
End 1 year	33.95			
Operator, Machine	Senior	A	48.80	54.30
	First	B	43.25	48.80
	Routine	C	30.75	43.25

General Classification	Grade or Sub-Classif.	P.R. Sym.	Min. Per Week	Max. Per Week
Operator, Billing Machine X			54.30	58.50
Operator, Key Punch Apprentice				
Start $31.70				
End 2 months 34.15				
End 4 months 36.55				
End 8 months 38.35				
End 1 year As recommended				
Operator, Proof Machine X			43.25	48.80
Operator, Telephone P.B.X.	Senior	A	48.80	54.30
	First	B	43.25	48.80
	Routine	C	30.75	43.25
Stenographer	Senior	A	$54.30	$58.50
	First	B	48.80	54.30
	Routine	C	43.25	48.80
	Junior	D	30.75	43.25
Stenographer-Secretary	Senior	A	58.50	64.10
Typist	Senior or Supervising (Central Supply Dept. & Multi-Div. Depts. only)	AA	48.80	54.30
	First	A	43.25	48.80
	Routine	B	30.75	43.25

COMPANY: Confidential

UNION: Fireman and Oilers--AFL

LOCATION: Middle West

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: August 1947

WAGE REOPENING: None specified; agmt. expires April 1948

Head Fireman	$1.58
Firemen	1.42
Turbine and Auxiliary Operators	1.40
Feedwater Tester and Maintenance Man	1.58
Maintenance and Repairmen	1.54
Maintenance Helpers for all of the above groups	1.19 1.24 1.34
Fuel and Ash Handlers	1.19
Porters	1.05
Senior Maintenance Mechanic	1.56

COMPANY: Toledo Edison Co.

UNION: Electrical Workers--AFL

LOCATION: Toledo, Ohio

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Shift Bonus: 3¢ on afternoon, 6¢ on night shift

LINE DEPARTMENT

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $
			per mo.
Line Foreman	311.99	329.33	337.99
Trouble Dispatcher	.....	311.99	320.66
			per hr.
Line Troubleman	.....	.....	1.70
Lineman—A	1.55	1.60	1.65
Lineman—B	1.35	1.40	1.45
Lineman—C	1.20	1.25	1.30
Line Labor Foreman	1.50	1.55	1.60
Service Lineman	.....	.....	1.55
Crane Operator	.....	.....	1.40
Digger Operator	.....	.....	1.35
Fuseman	.....	.....	1.35
Trouble Truck Driver	.....	.....	1.30
Truck Driver	.....	1.20	1.25
Groundman	1.05	1.10	1.15
Laborer	.95	1.00	1.05

UNDERGROUND DEPARTMENT

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $
			per hr.
Splicer Foreman	1.80	1.90	1.95
Splicer—A	1.55	1.60	1.65
Splicer—B	1.35	1.40	1.45
Splicer—C	1.20	1.25	1.30
Welder	1.40	1.45	1.50
Construction Foreman	1.60	1.70	1.80
Steam and Hot Water Maintenance Mechanic	.....	1.35	1.40
Constructor	1.20	1.25	1.30
Equipment Operator	.....	1.30	1.35
Truck Driver	.....	1.20	1.25
Underground Helper	1.05	1.10	1.15
Laborer	.95	1.00	1.05

TRANSFORMER DEPARTMENT

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $
			per hr.
Transformer Foreman	1.80	1.90	1.95
Transformer Electrician A	1.55	1.60	1.65
Transformer Electrician B	1.35	1.40	1.45
Transformer Electrician C	1.20	1.25	1.30
Truck Driver	.....	1.20	1.25
Transformer Helper	1.05	1.10	1.15
Laborer	.95	1.00	1.05

METER DEPARTMENT

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $
			Per mo.
Power Meter Foreman	320.66	337.99	346.66
Meter Shop Foreman	311.99	329.33	337.99
Installation and Testing Foreman	311.99	320.66	329.33
			per hr.
Laboratory Technician	.....	1.70	1.75
Relay Tester	.....	.....	1.70
Meterman A	1.55	1.60	1.65
Meterman B	1.35	1.40	1.45
Meterman C	1.20	1.25	1.30
Meter Helper	1.05	1.10	1.15

STREET LIGHTING DEPARTMENT

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $
			Per mo.
Street Lighting Foreman	277.33	285.99	294.66
			per hr.
Street Lighting Repairman	1.35	1.40	1.45
Street Light Serviceman	.....	1.20	1.25
Street Light Cleaner	1.05	1.10	1.15

GARAGE DEPARTMENT

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $
			Per mo.
Garage Foreman	277.33	303.33	320.66
			per hr.
Motor Machinist	.....	.....	1.50
Auto Mechanic A	1.35	1.40	1.45
Auto Mechanic B	1.20	1.25	1.30
Auto Mechanic Helper	.....	1.10	1.15
Garage Attendant	.95	1.00	1.05
Painter	1.35	1.40	1.45
Tire Repairman	1.20	1.25	1.30
Tool and Parts Man	1.20	1.25	1.30

MISCELLANEOUS

DISTRIBUTION DEPARTMENT

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $
			per hr.
Radio Man	1.65	1.70	1.75
Yard and Building Maintenance Man	1.10	1.15	1.20
Janitor	.95	1.00	1.05

STEAM POWER PRODUCTION DEPARTMENT

Plant Operation

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $
			Per mo.
Shift Foreman (Acme Station)	329.33	346.66	355.33
Shift Foreman (Water St. Station)	.....	311.99	320.66
Head Boiler Operator (Acme Station)	285.99	294.66	303.33

Head Boiler Operator (Water St. Station)	.....	277.33	285.99
Senior Turbine Operator	.....	.....	277.33
Plant Operator A	.....	.....	268.66
Plant Operator B	.....	251.33	260.00
High Pressure Pump Operator	.....	.....	242.66
Turbine Auxiliary Operator	.....	.....	234.00
Low Pressure Pump Operator	.....	.....	225.33
Stoker Fireman	.....	.....	216.66
Boiler Auxiliary Tender	.....	.....	208.00
Water Treater	190.66	199.33	208.00
			per hr.
Plant Helper	1.05	1.10	1.15

Laboratory

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $
Sr. Lab. Tester	.....	277.33	285.99	294.66
Lab. Tester	225.33	242.66	260.00	268.66
Lab. Assistant	1.05	1.10	1.15	1.20

Note: The rate of pay for an individual assigned directive authority during the absence of any laboratory supervision shall be increased $26.00 per month above the applicable rate of pay indicated in the above wage schedule for the period of such directive authority.

STEAM POWER PRODUCTION DEPARTMENT

Plant Maintenance

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $
				per hr.
Electrical Maintenance Foreman	.....	1.80	1.90	2.00
Plant Electrician A	.....	1.55	1.60	1.65
Plant Electrician B	1.30	1.35	1.40	1.45
Plant Electrician C	.....	.....	1.20	1.25
Instrument Maintenance Foreman	.....	1.70	1.80	1.90
Instrument Mechanic A	.....	1.45	1.50	1.55
Instrument Mechanic B	.....	1.30	1.35	1.40
Instrument Mechanic C	.....	.....	1.20	1.25
				Per mo.
Mechanical Maintenance Foreman	.....	311.99	329.33	346.66
				per hr.
Machinist	.....	1.50	1.55	1.60
Blacksmith	.....	.....	.....	1.45
Mechanical Repairman A	.....	1.45	1.50	1.55
Mechanical Repairman B	.....	1.30	1.35	1.40
				Per mo.
Piping Maintenance Foreman	.....	294.66	320.66	337.99
				per hr.
Piping Repairman A	.....	1.45	1.50	1.55
Piping Repairman B	.....	1.30	1.35	1.40
				Per mo.
Boiler Maintenance Foreman	.....	294.66	311.99	329.33
				per hr.
Boiler Repairman A	.....	1.45	1.50	1.55
Boiler Repairman B	.....	1.30	1.35	1.40
Welder A	.....	1.45	1.50	1.55
Welder B	.....	1.30	1.35	1.40
Repairman C	.....	.....	1.20	1.25
Maintenance Foreman	.....	1.70	1.80	1.90

Plant Maintenance (Continued)

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $
				Per mo.
Labor Foreman	.....	260.00	268.66	277.33
				per hr.
Trackman	.....	.....	1.20	1.25
Tool Room Keeper	.....	1.15	1.20	1.25
Truck Driver	.....	.....	.....	1.20
Gardener	.....	1.05	1.10	1.15
Plant Helper	.....	1.05	1.10	1.15
Janitor	.....	.95	1.00	1.05
Laborer	.....	.95	1.00	1.05

STEAM POWER PRODUCTION DEPARTMENT

Yard Operation

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $
			Per mo.
Yard Foreman	294.66	311.99	329.33
			per hr.
Trainman	.....	.....	1.55
Yardman A	.....	.....	1.50
Yardman B	.....	.....	1.45
Yardman C	1.30	1.35	1.40
Bulldozer Operator	.....	1.30	1.35
Yardman D	.....	1.20	1.25
Ash Handler	.....	.....	1.20
Plant Helper	1.05	1.10	1.15
Laborer	.95	1.00	1.05

STEAM POWER PRODUCTION DEPARTMENT

Steam Service

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $
				per mo.
Steam Serviceman A	.....	251.33	260.00	268.66
Steam Serviceman B	208.00	216.66	225.33	234.00
				per hr.
Steam Service Helper	.....	1.05	1.10	1.15

SYSTEM OPERATING DEPARTMENT

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $
			Per mo.
Load Dispatcher	311.99	337.99	355.33
Switchboard Operator	.....	277.33	285.99
Asst. Switchboard Operator	.....	.....	268.66
Electrical Operator A	.....	251.33	260.00
Electrical Operator B	.....	234.00	242.66
Electrical Operator C	208.00	216.66	225.33
			per hr.
Maintenance Foreman	1.80	1.90	1.95
Labor Foreman	1.50	1.55	1.60
Supervisory Control Repairman	.....	.....	1.70
Substation Inspector	.....	.....	1.70
Substation Tester	.....	.....	1.70
Shop Repairman	.....	.....	1.70
Electrical Mechanic A	1.55	1.60	1.65
Electrical Mechanic B	1.35	1.40	1.45
Electrical Mechanic C	1.20	1.25	1.30
Truck Driver	.....	1.20	1.25
Substation Helper	1.05	1.10	1.15
Laborer	.95	1.00	1.05

APPLIANCE SERVICE DEPARTMENT

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $ Per mo.
Appliance Serviceman A	.....	251.33	260.00
Appliance Serviceman B	225.33	234.00	242.66
Appliance Serviceman C	199.33	208.00	216.66
Appliance Service Helper	173.33	182.00	190.66

STORES DEPARTMENT

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $ Per mo.
Central Storekeeper	.....	294.66	311.99	320.66
Storekeeper (Acme)	.....	.....	260.00	268.66
Storekeeper (Edison)	.....	.....	260.00	268.66
Chief Stockman	.....	234.00	242.66	251.33
Stockman	199.33	208.00	216.66	225.33
Deliveryman	.....	199.33	208.00	216.66
Stores Helper	.....	173.33	182.00	190.66

DEFIANCE DIVISION

LINE DEPARTMENT

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $ per hr.
Line Foreman	1.71	1.76	1.81
			Per mo.
Branch Serviceman	.....	.....	279.06
			per hr.
Trouble Man	.....	.....	1.61
Lineman A	1.46	1.51	1.56
Lineman B	1.26	1.31	1.36
Lineman C	1.11	1.16	1.21
Labor Foreman	1.41	1.46	1.51
Digger Operator	.....	1.21	1.26
Trouble Truck Driver	.....	.....	1.21
Truck Driver	.....	1.11	1.16
Groundman	.96	1.01	1.06
Laborer	.86	.91	.96

ELECTRICAL DEPARTMENT

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $ per hr.
Electrical Foreman	1.71	1.76	1.81
Electrician A	1.46	1.51	1.56
Electrician B	1.26	1.31	1.36
Electrician C	1.11	1.16	1.21
Hydro Station Foreman	1.56	1.66	1.76
Hydro Station Operator	.....	1.36	1.41
Electrical Helper	.96	1.01	1.06
Laborer	.86	.91	.96

GAS DEPARTMENT

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $ Per mo.
Gas Foreman	261.73	270.39	279.06
			per hr.
Gas Serviceman A	.....	1.36	1.41
Gas Serviceman B	1.21	1.26	1.31
Gas Serviceman C	.....	1.11	1.16
Welder	1.31	1.36	1.41
Pipeman	1.11	1.16	1.21
Equipment Operator	.....	1.21	1.26
Truck Driver	.....	1.11	1.16
Pipe Helper	.96	1.01	1.06
Laborer	.86	.91	.96

APPLIANCE SERVICE DEPARTMENT

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $ Per mo.
Appliance Serviceman A	.....	235.73	244.40
Appliance Serviceman B	209.73	218.40	227.06
Appliance Serviceman C	183.73	192.40	201.06

STORES DEPARTMENT

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $ Per mo.
Chief Stockman	.....	218.40	227.06	235.73
Stockman	183.73	192.40	201.06	209.73
				per hr.
Stores Helper	.....	.91	.96	1.01

FREMONT DIVISION

LINE DEPARTMENT

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $ per hr.
Line Foreman	1.71	1.76	1.81
			Per mo.
Chief District Dispatcher	.....	313.73	322.39
District Dispatcher	287.73	296.39	305.06
			per hr.
Troubleman	.....	.....	1.61
Lineman A	1.46	1.51	1.56
Lineman B	1.26	1.31	1.36
Lineman C	1.11	1.16	1.21
Labor Foreman	1.41	1.46	1.51
Digger Operator	.....	1.21	1.26
Trouble Truck Driver	.....	.....	1.21
Truck Driver	.....	1.11	1.16
Ground Man	.96	1.01	1.06
Laborer	.86	.91	.96

ELECTRICAL DEPARTMENT

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $ per hr.
Electrical Foreman	1.71	1.76	1.81
Electrician A	1.46	1.51	1.56
Electrician B	1.26	1.31	1.36
Electrician C	1.11	1.16	1.21
Carpenter-Repairman	1.26	1.31	1.36
Truck Driver	.....	1.11	1.16
Electrical Helper	.96	1.01	1.06
Laborer	.86	.91	.96

METER DEPARTMENT

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $ per hr.
Meter Foreman	1.71	1.76	1.81
Meterman A	1.46	1.51	1.56
Meterman B	1.26	1.31	1.36
Meterman C	1.11	1.16	1.21
Meter Helper	.96	1.01	1.06

GARAGE DEPARTMENT

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $ per hr.
Chief Auto Mechanic	1.41	1.46	1.51
Auto Mechanic A	1.26	1.31	1.36
Auto Mechanic B	1.11	1.16	1.21
Auto Mechanic Helper	.96	1.01	1.06

APPLIANCE SERVICE DEPARTMENT

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $ Per mo.
Appliance Serviceman A	.....	235.73	244.40
Appliance Serviceman B	209.73	218.40	227.06
Appliance Serviceman C	183.73	192.40	201.06

STORES DEPARTMENT

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $ Per mo.
Chief Stockman	.....	218.40	227.06	235.73
Stockman	183.73	192.40	201.06	209.73
				per hr.
Stores Helper	.....	.91	.96	1.01

LAKE SHORE DIVISION

LINE DEPARTMENT

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $ per hr.
Line Foreman	1.71	1.76	1.81
			Per mo.
Branch Serviceman	.....	.....	279.06
			per hr.
Troubleman	.....	.....	1.61
Lineman A	1.46	1.51	1.56
Lineman B	1.26	1.31	1.36
Lineman C	1.11	1.16	1.21
Labor Foreman	1.41	1.46	1.51
Digger Operator	.....	1.21	1.26
Trouble Truck Driver	.....	.....	1.21
Ground Man	.96	1.01	1.06
Laborer	.86	.91	.96

ELECTRICAL DEPARTMENT

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $ per hr.
Electrical Foreman	1.71	1.76	1.81
Electrician A	1.46	1.51	1.56
Electrician B	1.26	1.31	1.36
Electrician C	1.11	1.16	1.21
Substation Operator	1.21	1.26	1.31
Electrical Helper	.96	1.01	1.06
Laborer	.86	.91	.96

APPLIANCE SERVICE DEPARTMENT

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $ Per mo.
Appliance Serviceman A	.....	235.73	244.40
Appliance Serviceman B	209.73	218.40	227.06
Appliance Serviceman C	183.73	192.40	201.06

STORES DEPARTMENT

JOB CLASSIFICATION	STARTING AND INTERMEDIATE RATES 6 Mo.	6 Mo. at $	6 Mo. at $	MAXIMUM RATE at $ Per mo.
Chief Stockman	.....	218.40	227.06	235.73
Stockman	183.73	192.40	201.06	209.73
Stores Helper	.....	.91	.96	1.01

WATER TRANSPORTATION

COMPANY: Waterfront Employers Ass'n.

UNION: Longshoremen and Warehousemen--CIO

LOCATION: Pacific

SIZE OF COMMUNITY: --

EFFECTIVE DATE: June 1947

WAGE REOPENING: June 1948

Rates: $1.57 basic hrly. rate for longshore work

Note: An arbitration award in December 1947 increased all wages by 8¢ per hr. Further increases in February 1948 are based on changes in the BLS cost-of-living index between September and December 1947.

SKILLED GANG MEMBERS STRAIGHT-TIME RATES BY PORTS

State of Washington (except Columbia River ports)

	B 10c	C 15c	D 20c
Burton man	$1.67		
Donkey driver	1.67		
Winch driver	1.67		
Hatch tender	1.67		
Sack turner	1.67		
Side runner	1.67		
Boom man	1.67		
Blade trucker	1.67		$1.77 (aboard ship)
Stowing machine driver	1.67		
Lift jitney driver	1.67		

Portland, Oregon and Columbia River District Ports (1)—Southwestern Oregon Ports

Gang boss		$1.72	$1.77 (Coos Bay)
Burton man	$1.67		
Winch driver	1.67		
Hatch tender	1.67		
Sack turner	1.67		
Side runner	1.67		
Boom man	1.67		
Stowing machine driver (includes donkey driver, bull winch driver)	1.67		
Lift jitney driver	1.67		
Crane chaser	1.67		

(1) When an extra man is employed at the S. P. Siding Open Dock in Portland, Oregon, as a utility man (as defined in the Labor Relations Committee Minutes of March 13, 1945) he shall receive $1.67 straight time.

San Francisco

Gang boss	$1.67
Winch driver	1.67
Hatch tender	1.67

Southern California

Burton man	$1.67
Winch driver	1.67
Hatch tender	1.67
Guy man	1.67

TABLE OF LONGSHORE STRAIGHT TIME, OVERTIME AND PENALTY HOUR WAGE RATES FOR WORKING GENERAL AND PENALTY CARGOES

PACIFIC COAST

Rates payable to Gang Members, including Dockmen, except as noted below.

Total wage rates made up by adding skill differential and penalty cargo rate to the basic straight-time rate; with overtime and penalty hour rates.*

*When employed.

Penalty Commodities and Conditions of Work	A I S.T.	A II O.T.	A III 1⅓x O.T.	B (10c) I S.T.	B (10c) II O.T.	B (10c) III 1⅓x O.T.	C (15c) I S.T.	C (15c) II O.T.	C (15c) III 1⅓x O.T.	D (20c) I S.T.	D (20c) II O.T.	D (20c) III 1⅓x O.T.
When working on cargo which takes no penalty	1.57	2.355	3.5325	1.67	2.505	3.7575	1.72	2.58	3.87	1.77	2.655	3.9825
For shoveling all commodities except on commodities earning higher rate	1.77	2.655	3.9825	1.87	2.805	4.2075	1.92	2.88	4.32	1.97	2.955	4.4325
To Boardmen stowing bulk grain	1.87	2.805	4.2075	1.87	2.805	4.2075	1.92	2.88	4.32	1.97	2.955	4.4325
For handling bulk sulphur, soda ash and crude untreated potash	2.02	3.03	4.545	2.12	3.18	4.77	2.17	3.255	4.8825	2.22	3.33	4.995
Untreated or offensive bones in bulk	2.37	3.555	5.3325	2.47	3.705	5.5575	2.52	3.78	5.67	2.57	3.855	5.7825
For handling phosphate rock in bulk	1.87	2.805	4.2075	1.97	2.955	4.4325	2.02	3.03	4.545	2.07	3.105	4.6575
When handling following commodities in lots of 25 tons or more	1.67	2.505	3.7575	1.77	2.655	3.9825	1.82	2.73	4.095	1.87	2.805	4.2075

Alfalfa Meal
Untreated or offensive bones in sacks
Caustic soda in drums
Celite and Decolite in sacks
Coal in sacks
Cement
Creosote when not crated
Creosoted Wood Products unless boxed or crated
Following Fertilizers in bags:
Tankage, animal, fish, fishmeal, guano, blood meal and bone meal
Glass, broken, in sacks
Green hides
Herring, in boxes and barrels
Lime in barrels and loose mesh sacks
Lime, dehydrated, in sacks
Lumber, logs and lumber products loaded out of water
Lumber, chemically treated, uncrated
Meat scraps in sacks
Nitrates, crude, untreated, in sacks
Ore in sacks
Phosphates, crude, untreated, in sacks
Plaster, in sacks, without inner containers
Refrigerated cargo:
Handling and stowing refrigerator space meats, fowl and other similar cargoes to be transported at temperatures of freezing or below in the boxes. (In lots of 25 tons or more, or if job lasts one hour or more, penalty to apply on all time worked on refrigerator cargo.)

Rates payable to Gang Members, including Dockmen, except as noted below.

Total wage rates made up by adding skill differential and penalty cargo rate to the basic straight-time rate; with overtime and penalty hour rates.*

*When employed.

Penalty Commodities and Conditions of Work	A I S.T.	A II O.T.	A III 1½ x O.T.	B (10c) I S.T.	B (10c) II O.T.	B (10c) III 1½ x O.T.	C (15c) I S.T.	C (15c) II O.T.	C (15c) III 1½ x O.T.	D (20c) I S.T.	D (20c) II O.T.	D (20c) III 1½ x O.T.
Sacks: Loading only and to apply to the entire loading operation where table or chutes are used and the men are handling sacks weighing 120 lbs. or over on the basis of one man per sack.												
Salt blocks in sacks												
Scrap metal in bulk and bales, excluding rails, plates, drums, carwheels, and axles												
Soda ash in bags												
Sulphur, dehydrated, in sacks												
When the following cargoes are leaking or sifting because of damage or faulty containers	1.67	2.505	3.7575	1.77	2.655	3.9825	1.82	2.73	4.095	1.87	2.805	4.2075
Analine dyes												
Fish oil, whale oil and oriental oils, in drums, barrels or cases.												
Lamp black												
To hold men and boom men only: Creosoted products out of water				1.77	2.655	3.9825	1.82	2.73	4.095	1.87	2.805	4.2075
Hold men:	1.77	2.655	3.9825	1.87*	2.805	4.2075						
				*and Side runner, only when used.								
To hold men only: All paper and pulp in packages weighing 300 lbs. or over per package, only when winging up, and when stowing in forepeaks, after peaks and special compartments other than regular cargo spaces. (This does not apply to rolls.)	1.67	2.505	3.7575	1.67	2.505	3.7575	1.72	2.58	3.87	1.77	2.655	3.9825
To hold men only: Head room: When there is less than 6 ft. of head room	1.67	2.505	3.7575	1.67	2.505	3.7575	1.72	2.58	3.87	1.77	2.655	3.9825
(a) loading cargo in hold on top of bulk grain				1.77*	2.655	3.9825						
(b) covering logs or piling with lumber products				*(to side runners, only when used)								
Damaged Cargo: Cargo badly damaged by fire, collision, springing a leak, or stranding, for that part of cargo only which is in a badly damaged or offensive condition	2.42	3.63	5.445	2.52	3.78	5.67	2.57	3.855	5.7825	2.62	3.93	5.895
Cargo damaged from causes other than those enumerated above, shall, if inspection warrants, pay the damaged cargo rate or such other rate as determined by the Port Labor Relations Committee for handling that part of the cargo only which is in a badly damaged or offensive condition. This provision shall apply only to individual consignments which are damaged and shall not empower any committee to add to or detract from the penalty cargo rates herein specified.												

Rates payable to Gang Members, including Dockmen, except as noted below.

Total wage rates made up by adding skill differential and penalty cargo rate to the basic straight-time rate; with overtime and penalty hour rates.*

*When employed.

Penalty Commodities and Conditions of Work	A I S.T.	A II O.T.	A III 1½ x O.T.	B (10c) I S.T.	B (10c) II O.T.	B (10c) III 1½ x O.T.	C (15c) I S.T.	C (15c) II O.T.	C (15c) III 1½ x O.T.	D (20c) I S.T.	D (20c) II O.T.	D (20c) III 1½ x O.T.
Explosives: When working Class A explosives as defined by Inter-State Commerce Commission regulations (Topping's Manual), all men working ship and barge to receive	3.14	4.71	7.065	3.24	4.86	7.29	3.29	4.935	7.4025	3.34	5.01	7.515
Fire: When fire is burning or cargo smouldering in a hatch, the gang working hatch to receive	2.77	4.155	6.2325	2.87	4.305	6.4575	2.92	4.38	6.57	2.97	4.455	6.6825

COMPANY: Gulf Shipbuilding Corp.

UNION: Marine Engineers--CIO

LOCATION: Mobile, Ala.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: February 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Harbor—

Chief engineer	$330.00 per month

Inland—

Chief engineer	330.00 per month
Extra chief engineer	330.00 per month

Ocean and Coastwise—

Chief engineer	574.00 per month
First assistant	361.00 per month
Second assistant	316.00 per month
Third assistant	290.00 per month
Extra engineer	15.00 per day

(This does not cover an extra engineer who works in place of a regular office. In this case the extra man will receive the wages which would have been earned by the regular man.)

COMPANY: Albatross Steamship Co.

UNION: Marine Engineers--CIO

LOCATION: Pacific

SIZE OF COMMUNITY: --

EFFECTIVE DATE: July 1947

WAGE REOPENING: December 1947

SINGLE SCREW

Class	Power tonnage
A	17,001 and over
B	12,001 to 17,000
C	7,501 to 12,000
D	5,001 to 7,500

Power tonnage consists of the number of gross tons added to the horsepower of the vessel as shown in "Merchant Vessels of the United States," published by the Bureau of Navigation of the United States Coast Guard.

Class A

Classification of vessels and rating	Monthly wages
Chief Engineer	$601
1st Asst. Engineer	412
2nd Asst. Engineer	365
3rd Asst. Engineer	336
4th Asst. Engineer	310
Licensed Junior Engineer	273

Class B

Chief Engineer	586
1st Asst. Engineer	397
2nd Asst. Engineer	350
3rd Asst. Engineer	322
4th Asst. Engineer	295
Licensed Junior Engineer	273

Class C

Chief Engineer	571
1st Asst. Engineer	383
2nd Asst. Engineer	335
3rd Asst. Engineer	307
4th Asst. Engineer	281

Class D

Chief Engineer	543
1st Asst. Engineer	375
2nd Asst. Engineer	331
3rd Asst. Engineer	300
4th Asst. Engineer	273

COMPANY: Gulf Shipbuilding Corp.

UNION: Seafarers--AFL

LOCATION: Mobile, Ala.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: February 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates:	Per Month
Deck Hand	$177.50
Fireman	$177.50
Oiler	$177.50
Cook	$177.50
Engine Utility Man	$200.00

COMPANY: Atlantic and Gulf Ship Operators Ass'n.
UNION: Seafarers--AFL
LOCATION: Interstate
SIZE OF COMMUNITY: --
EFFECTIVE DATE: July 1947
WAGE REOPENING: At any time

Wages. The monthly rates of pay of Unlicensed Personnel in the Deck Department when the respective ratings are carried shall be as follows:

Rating	Monthly Rate of Pay
Boatswain	$228.17
Bosuns Mate—Day Work	214.25
Bosuns Mate—Watch	200.34
*Carpenter	228.17
Storekeeper	219.82
AB Maintenance	208.69
Quartermaster	191.99
Able Seaman	191.99
Watchman	191.99
Ordinary Seaman	166.95

*When the Carpenter is required to furnish his own tools, he shall be paid $7.50 per month in addition to his basic wage per month.

Wages. The monthly rates of pay of unlicensed personnel in the Engine Department when respective ratings are carried shall be as follows:

Rating	Monthly Rate of Pay
Chief Electrician	$327.78
Assist. Electrician	253.21
Unlicensed Jr. Engineer—Day Work	255.99
Unlicensed Jr. Engineer—Watch	228.17
Plumber—Machinist	263.78
Deck Engineer	228.17
Chief Refrigeration Engineer	299.95
First Refrigeration Engineer	264.34
Second Refrigeration Engineer	243.19
Engine Storekeeper	219.82
Engine Utility	228.17
Evaporator—Maintenance	211.47
Oiler-Diesel	217.32
Oiler-Steam	197.56
Watertender	197.56
Fireman-Watertender	197.56
Fireman	186.43
Wiper	194.78

STEWARDS DEPT.

Rating	Monthly Rate of Pay
Steward	$244.86
Chief Cook	228.17
Night Cook and Baker	228.17
Second Cook	205.91
Third Cook	194.78
Messman	166.95
Utilityman	166.95

COMPANY: Pacific American Shipowners Ass'n.
UNION: Sailors' Union of the Pacific--AFL
LOCATION: Pacific
SIZE OF COMMUNITY: --
EFFECTIVE DATE: October 1947
WAGE REOPENING: March 1948

Day Men	*Per Month*
1. Boatswains—15-001-20,000 Gross Tons	$275.00
2. Boatswains—10,001-15,000 Gross Tons	260.00
3. Boatswains—10,000 and under	240.00
4. Carpenters—15,001-20,000 Gross Tons	245.00
5. Carpenters—10,001-15,000 Gross Tons	240.00
6. Carpenters—10,000 and under	235.00
7. Carpenters' Mate, Day Work	230.00
8. Winch Drivers in Alaska Run	230.00
9. Deck Storekeeper	219.82
10. Able Bodied Seamen—Maintenance Man	208.69

Watch Standers

11. Boatswain's Mate on Watch	210.00
12. Quartermaster	197.50
13. Able Bodied Seamen on Watch	197.50
14. Watchmen	197.50
15. Ordinary Seamen	160.00

COMPANY: Confidential (Tankers)

UNION: National Maritime Union--CIO

LOCATION: Interstate

SIZE OF COMMUNITY: --

EFFECTIVE DATE: June 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Note: Add 5% to all wages quoted below.

DECK DEPARTMENT:

Carpenter	$230.00
Boatswain	215.00
Quartermaster	185.00
Deck Maintenance (A.B.)	195.00
Able Seaman	180.00
Ordinary Seaman	155.00
Chief Pumpman	237.00
Maintenance Mechanic-Second Pumpman	237.00
Second Pumpman	217.00

ENGINE DEPARTMENT:

Electrician	294.50
Machinist	237.00
Unlicensed Junior Engineer (watch)	205.00
(day)	230.00
Watertender	$180.00
Fireman-Watertender	180.00
Fireman	175.00
Oiler	180.00
Oiler - Diesel	197.75
Storekeeper	200.00
Wiper	185.00

STEWARDS DEPARTMENT:

Chief Steward	235.00
Chief Cook	215.00
Second Cook & Baker	190.00
Assistant Cook	190.00
Galleyman	155.00
Messman	150.00
Utilityman	150.00

Deck Maintenance shall be Able Seamen, when available. In the event that no A. B. is available and Ordinary Seamen are shipped as Deck Maintenance, the rate of pay shall be $175.00.

COMPANY: Nicholson Transit Co.

UNION: Foreman's Association--Ind.

LOCATION: Detroit, Mich.

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: February 1947

WAGE REOPENING: None specified; 1-yr. agmt.

The monthly wages on the company's vessels for the employees covered by this agreement shall be as follows:

	*A	*B	*C
First Mate	$410.00	$385.00	$360.00
Second Mate	335.00	310.00	295.00
Third Mate	285.00	270.00	260.00
Chief Engineer	560.00	485.00	440.00
1st Asst. Engineer	410.00	385.00	360.00
2nd Asst. Engineer	335.00	310.00	295.00
3rd Asst. Engineer	285.00	270.00	260.00

*A—PERSEUS, CANOPUS, JAMES WATT and CHARLES DONNELLY

*B—STEEL KING and E. C. POPE

*C—ADRIAN ISELIN, TAMPICO, FELLOWCRAFT and IRONWOOD

COMPANY: Confidential

UNION: Longshoremen--AFL

LOCATION: Middle Atlantic

SIZE OF COMMUNITY: Over 500,000

EFFECTIVE DATE: February 1947

WAGE REOPENING: None specified; 2-yr. agmt.

Wage scale for mates, cooks, and deckhands of non-propelled derricks:

Classification	Monthly Rate	Daily Rate	Hourly Straight Time Rate	Hourly Time and One-Half Rate
Mates—Class A	$273.40	$12.43	$1.55	$2.33
Mates—Class B	238.76	10.85	1.36	2.03
Cooks	237.72	10.81	1.35	2.03
Deckhands	207.70	9.44	1.18	1.77

COMPANY: Savannah Maritime Ass'n.

UNION: Longshoremen--AFL

LOCATION: Savannah, Ga.

SIZE OF COMMUNITY: 100-500,000

EFFECTIVE DATE: October 1947

WAGE REOPENING: Automatic adjustment to any wage change made by New York Longshoremen locals; agmt. expires Aug. 1948

	Straight Time	Overtime
Ship Foremen	$1.80	$2.70
Assistant Foremen, Dock or Wharf Foremen	1.55	2.32½
Shipside Clerks	1.55	2.32½
Weighers, Talleymen, Checkers and Samplers	1.35	2.02½
Hatch Foremen (only one to each hatch	$1.35	$2.02½
Winchmen, Hatchtenders, Tractor and Lifttruck Operators	1.30	1.95
Gangmen (Holdmen, Hook men and Dockmen)	1.25	1.87½

COMPANY: Wilmington Transportation Co.

UNION: Marine Engineers--CIO

LOCATION: Pacific

SIZE OF COMMUNITY: --

EFFECTIVE DATE: April 1947

WAGE REOPENING: None specified; 1-yr. agmt.

Rates:

Engineers $375 per mo.

COMPANY: San Diego & Coronado Ferry Co.
UNION: Inlandboatmen--CIO
LOCATION: San Diego, Calif.
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Deckhand	$1.23½	Per Hour
Bridge Operator	1.23½	" "
*Shore Worker	1.23½	" "
Passenger & Deckhand Collector	1.30	" "
Oiler Unlicensed	1.30	" "
Painter	1.30	" "
Relief Oiler & Machinist Helper	1.30	" "
Weigh Master	1.30	" "
Shore Collector	1.37	" "
Carpenter	1.37	" "

* The title "Shore Worker" is understood to mean all shore employees not otherwise specifically mentioned above.

COMPANY: Wyandotte Transportation Co.
UNION: Seafarers --AFL
LOCATION: Wyandotte, Mich.
SIZE OF COMMUNITY: 25-100,000
EFFECTIVE DATE: October 1947
WAGE REOPENING: Automatic adjustment to any wage increase provided by the Great Lakes bulk carrier fleets; agmt. expires Oct. 1948

	Hourly Rate*	Overtime Rate
Deck Department		
Wheelsman	$1.08	$1.62
Watchman	1.07	1.60½
A B Deckwatch	1.03	1.54½
O S Deckwatch	.92	1.38
Deck Hand	.88	1.32
Engine Department		
Oiler	1.08	1.62
Fireman	1.07	1.60½
Coalpasser	.88	1.32
Steward's Department		
Second Cook	1.03	1.54½
Porter	.88	1.32

Plus subsistence

COMPANY: San Diego & Coronado Ferry Co.
UNION: Marine Engineers--CIO
LOCATION: San Diego, Calif.
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Rates:

Engineer	$2.01½ per hr.
Assistant Engineer	$1.63 per hr.
Licensed Relief Engineer and Night Oiler	$1.34 per hr.

COMPANY: San Diego & Coronado Ferry Co.
UNION: Masters, Mates and Pilots--AFL
LOCATION: San Diego, Calif.
SIZE OF COMMUNITY: 100-500,000
EFFECTIVE DATE: May 1947
WAGE REOPENING: None specified; 1-yr. agmt.

Rates:

Captain	$2.04½ per hr.
Mate	$1.63 per hr.
Licensed Quartermaster	$1.34 per hr.

COMPANY: Automotive Trades Steamship Co., T.J. McCarthy Steamship Co.
UNION: Marine Engineers--CIO
LOCATION: Great Lakes
SIZE OF COMMUNITY: --
EFFECTIVE DATE: August 1947
WAGE REOPENING: At any time

Rates: $570.25 per month for chief engineer

Hourly Rate	Overtime Rate	Weekly Wage	Approx. Monthly Wage
	1st Asst. Eng.		
$1.67	$2.50	$106.80	$462.80
	2nd Asst. Eng.		
1.41	2.11	90.16	390.69
	3rd Asst. Eng.		
1.22	1.83	78.08	338.34

Weekly wages are based on 40 hrs. plus 16 hrs. at overtime rate; monthly wages are 4 1/3 the weekly rate.

FINDING LIST—INDUSTRIES

Necessarily, the industry classifications used in presenting wage rates in this book are very broad. This finding list cross-references many of the smaller industry titles to the broader classifications where their rates may be found. In addition, it provides a means of cross-checking in many instances where major job classifications and rates cut across industry lines. In general, no attempt has been made to specify the product manufactured or type of business engaged in by companies whose rates are listed. However, where company names are confidential, some further identification of product is added, where this can be done without revealing the identity of the company.

Abrasives--See CHEMICALS
Acetylene--See CHEMICALS
Acids--See CHEMICALS
Air Conditioning--See CONSTRUCTION, PLUMBING
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See AUTOS, ELECTRICAL, FARM EQUIPMENT, HARDWARE, NONFERROUS METALS, TRANSPORTATION EQUIPMENT for similar jobs
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Copper--See NONFERROUS METALS
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Cotton--See TEXTILES
Cranes--See INDUSTRIAL MACHINERY
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Dairy Products--See FOOD, CANNING
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- Rhode Island
- Connecticut

Middle Atlantic

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- New Jersey
- Pennsylvania
- Delaware
- Maryland
- District of Columbia

Great Lakes

- Ohio
- Indiana
- Illinois
- Michigan
- Wisconsin

Middle West

- Minnesota
- Iowa
- Missouri
- North Dakota
- South Dakota
- Nebraska
- Kansas

South Atlantic

- Virginia
- West Virginia
- North Carolina
- South Carolina
- Georgia
- Florida

South Central

- Kentucky
- Tennessee
- Alabama
- Mississippi
- Arkansas
- Louisiana

South West

- Oklahoma
- Texas
- New Mexico
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Radio and communications equipment ---- 371, 373
Radio broadcasting ---------- 481
Retail and wholesale trade ---------- 499, 500
Rubber and rubber products ---------- 382, 385
Telephone and telegraph--503, 505, 510, 511, 512
Textiles ---------- 402, 403
Tobacco ---------- 405
Transportation--bus, streetcar, and taxicab ---- ---------- 551, 558, 561, 564, 569, 571
Transportation equipment ---------- 420
Trucking and warehousing ---- 580, 581, 582, 583
Utilities --gas, electric, and water ------ 586, ---------- 593, 604, 609, 610, 612, 613, 625
Watches, toys, and novelties ---------- 423, 424
Water transportation ---------- 634, 635, 636
Middle West
Aircraft ---------- 5, 7
Auto service ---------- 443
Bakery and confectionery ---------- 31, 34
Beverages ---------- 41, 42
Building materials ---------- 57
Canning and packing ---------- 64
Cereal and grain products ---------- 71
Clothing and apparel ---------- 126
Construction ---------- 454
Electrical products ---------- 130, 131, 136, ---------- 143, 147, 148
Farm equipment ---------- 156
Hardware and light industrial equipment --- 190, ----------191, 207
Industrial machinery ---------- 223, 234
Iron and steel and basic products ---------- 244
Lumber and wood products ---------- 262
Mining ---------- 463, 464, 468
Newspaper ---------- 478
Nonferrous metals and products ---------- 278
Paint and varnish ---------- 290
Paper and paper products ---------- 298, 305
Petroleum and petroleum products ------ 323, 327
Printing and publishing ---------- 366
Retail and wholesale trade -- 493, 497, 499, 502
Rubber and rubber products ---------- 377, 384
Transportation--bus, streetcar, and taxicab--562
Transportation equipment ---------- 409, 416
Trucking and warehousing ---------- 579
Utilities--gas, electric, and water -------- 624
South Atlantic
Bakery and confectionery ---------- 34
Building materials ---------- 54, 55
Cereal and grain products ---------- 73
Chemicals and plastics ------- 90, 98, 101, 102, ---------- 104, 109
Clothing and apparel ---------- 126
Glass and clay products ---------- 183, 185
Lumber and wood products ---------- 266, 268
Mining ---------- 471
Nonferrous metals and products ---------- 280
Retail and wholesale trade ---------- 500
Shipbuilding ---------- 395

South Atlantic-Contd.
Textiles ---------- 403
Tobacco ---------- 405, 407
Transportation--bus, streetcar, and taxicab ---------- 559
Trucking and warehousing ---------- 576, 581
Utilities--gas, electric, and water ---------- 590, 618, 619, 620
Water transportation ---------- 634
South Central
Beverages ---------- 40, 41, 42
Building materials ---------- 45, 58, 61
Chemicals and plastics ---- 76, 79, 83, 112, 114
Clothing and apparel ---------- 117
Construction ---------- 453
Food products ---------- 172, 174
Hardware and light industrial equipment ---- 199
Iron and steel and basic products ---------- 244
Lumber and wood products --------- 264, 265, 268
Mining ---------- 466
Petroleum and petroleum products ------ 315, 318
Rubber and rubber products ---------- 376
Shipbuilding ---------- 387
Transportation--bus, streetcar, and taxicab ---------- 556, 560
Trucking and warehousing ---------- 576, 582
Utilities--Gas, electric, and water ------- 585, ---------- 590, 606
Water transportation ---------- 631
South West
Aircraft ---------- 7
Building materials ---------- 45
Chemicals and plastics ---------- 110
Hardware and light industrial equipment ---------- 217, 222i
Mining ---------- 470
Nonferrous metals and products ---------- 276
Paper and paper products ---------- 308
Petroleum and petroleum products ----- 313, 319, ---------- 320, 321, 323, 324, 326, 327
Printing and publishing ---------- 364
Retail and wholesale trade ---------- 501
Textiles ---------- 400
Transportation--bus, streetcar, and taxicab ---------- 562, 568
Trucking and warehousing ---------- 580
Utilities--gas, electric, and water -- 585, 587, ---------- 616
Mountain
Lumber and wood products ---------- 264
Mining ---------- 465, 473
Petroleum and petroleum products ---------- 319
Retail and wholesale trade ---------- 500
Transportation--bus, streetcar, and taxicab ---------- 568, 572
Pacific
Aircraft ---------- 1, 2, 6, 8, 9, 10
Auto service ---------- 441, 442
Autos and parts ---------- 18, 24
Bakery and confectionery ------- 25, 32, 33, 34
Building materials ---------- 46, 47, 50
Building service ---------- 446, 447, 448, 449
Canning and packing ---------- 65
Chemicals and plastics ------- 77, 89, 102, 108
Clothing and apparel ---------- 125
Construction ---------- 451, 454
Farm equipment ---------- 153
Food products ---------- 171, 172, 176c
Furniture ---------- 177
Hardware and light industrial equipment ---------- 210, 214, 222j
Industrial machinery ---------- 226
Iron and steel and basic products --- 243, 246, ---------- 247, 249, 250, 253, 257, 259, 260
Lumber and wood products ---------- 261, 267
Miscellaneous service trades --------- 459, 461
Paper and paper products ---------- 299
Petroleum and petroleum products ---- 315, 316, ---------- 318, 319, 325
Plumbing, heating, and refrigeration equipment ---------- 348, 349, 353, 354, 357
Printing and publishing ---------- 363, 365
Radio and communications equipment -------- 372
Retail and wholesale trade ------494, 495, 497, ---------- 498, 501, 502
Rubber and rubber products ---------- 375, 384
Shipbuilding ---------- 392
Transportation--bus, streetcar, and taxicab ---------- 570
Trucking and warehousing -------- 578, 579, 581
Utilities--gas, electric, and water ------ 590, ---------- 602, 608, 623
Watches, toys, and novelties ---------- 423
Water transportation ---------- 629, 631, 632, ---------- 634, 635, 636
Interstate
Air lines ---------- 425, 426, 427, 430, 431, ---------- 432, 433, 434, 436, 439
Clothing and apparel ---------- 117
Construction ---------- 455
Glass and clay products ---------- 184, 188
Iron and steel and basic products --------- 247
Newspaper ---------- 475, 476
Nonferrous metals and products ---------- 272
Radio broadcasting ---------- 481, 486
Telephone and telegraph --- 510, 518, 522, 524, ---------- 526, 528, 544, 545
Transportation--bus, streetcar, and taxicab ---------- 555, 560, 565
Water transportation ---------- 632, 633

FINDING LIST—SIZE OF COMMUNITY

Since wage rates tend to vary according to the size of the community in which the work is performed, listings of rates in this book are placed in the following population categories: Under 25,000; 25-100,000; 100-500,000; and over 500,000. Data are from the 1940 census. In cases where the census cites a "metropolitan area" figure larger than that of the community proper, the metropolitan area figure has been used. In some cases, where the community in which the plant is located is adjacent to a large metropolitan area and may be presnmed to draw on that area for its labor force, the size of the larger community has been used. In the case of companies which have plants in several cities, or whose operations cross state lines, no "size of community" figure has been cited.

Under 25,000
- Aircraft ---------- 12
- Autos and auto parts ---------- 16
- Beverages ---------- 41
- Building materials ---------- 49, 51, 54, 55, ---------- 56, 57, 58, 60
- Canning and packing ---------- 63, 65, 66, 68
- Cereal and grain products ---------- 73
- Chemicals and plastics --- 76, 77, 80, 83, 90, 91, 92, 96, 98, 103, 104, 105, 110
- Clothing and apparel ---------- 126
- Electrical products 132, 141, 144, 150, 151
- Farm equipment ---------- 153, 156, 157
- Food products ---------- 171, 176a
- Furniture ---------- 177, 179, 180
- Glass and clay products ---------- 184, 185
- Hardware and light industrial equipment ---- 195, 196, 198, 202, 207, 209, 218, ---------- 220, 222j
- Industrial machinery ------ 228, 239, 240, 241
- Iron and steel and basic products -- 243, 244, ---------- 250, 252, 257, 258
- Lumber and wood products ---------- 268
- Mining ------464, 465, 466, 468, 470, 471, 473
- Nonferrous metals and products ------ 273, 275, ---------- 276, 277, 280
- Paint and varnish ---------- 289
- Paper and paper products ------- 293, 297, 298, ----- 300, 301, 305, 307, 308, 309, 310, 311
- Petroleum and petroleum products --- 316, 319, ---------- 320, 321
- Pharmacentical products ---------- 330
- Plumbing, heating, and refrigeration equipment ---------- 348, 355, 359
- Printing and publishing -------- 363, 364, 366
- Retail and wholesale trade ---------- 500
- Rubber and rubber products ---- 375, 377, 379, ---------- 381, 382, 383, 385
- Textiles ---------- 403
- Transportation equipment ---------- 411, 413, ---------- 416, 417, 419, 420
- Trucking and warehousing ---------- 575, 582
- Utilities--gas, electric, and water - 603, 612

25-100,000
- Aircraft ---------- 2, 6, 11
- Autos and anto parts ---------- 15, 22, 24
- Beverages ---------- 40
- Building materials ---------- 45, 46
- Canning and packing ---------- 64
- Cereal and grain products ---------- 71
- Chemicals and plastics ------ 76, 89, 94, 101, ---------- 109, 111, 114
- Clothing and apparel ---------- 123, 126
- Electrical products ------ 136, 142, 145, 148
- Farm equipment ---------- 154, 167
- Food products ---------- 176b
- Furniture ---------- 181
- Glass and clay products ---------- 183, 185
- Hardware and light industrial eqnipment --------- 195, 198, 212, 213, 215, ---------- 216, 220, 221, 222a
- Industrial machinery ---------- 224, 233, 234, ---------- 238, 240, 241
- Iron and steel and basic products --- 255, 259
- Lumber and wood products ---------- 263, 264, ---------- 265, 266
- Newspaper ---------- 478
- Nonferrons metals and products - 272, 278, 280
- Paper and paper prodncts ---------- 293, 309
- Petroleum and petroleum products --------- 316
- Plumbing, heating, and refrigeration eqnipment ---------- 341, 345, 356, 358

25-100,000-Contd.
- Radio and communications equipment ---- 372, 373
- Retail and wholesale trade ---------- 501
- Rubber and rubber products ---------- 385
- Shipbuilding ---------- 387, 391
- Telephone and telegraph ----- 503, 510, 511, 512
- Textiles ---------- 402, 403
- Transportation--bus, streetcar, and taxicab ----------568, 569
- Transportation equipment ---------- 420
- Trucking and warehousing .---------- 581, 583
- Utilities--gas, electric, and water -------- 586
- Watches, toys, and novelties ---------- 421, 423
- Water transportation ---------- 635

100-500,000
- Aircraft ---------- 1, 7, 11
- Autos and auto parts -------- 14, 17, 18, 23, 24
- Beverages ---------- 25, 33, 34, 35, 41, 42
- Building materials ---------- 43, 45
- Building service ---------- 447, 448
- Canning and packing ---------- 67, 68
- Cereal and grain products ---------- 69, 73
- Chemicals and plastics ---------- 75, 79, 82, ---------- 91, 102, 103, 112
- Clothing and apparel ---------- 117, 125
- Construction ---------- 453, 454
- Electrical products --------- 127, 128, 140, 141
- Farm equipment ---------- 155, 157, 159, 167
- Food products ---------- 171, 174, 175, 176c
- Furniture ---------- 179
- Hardware and light industrial equipment - 189, 190, 199, 209, 217, 220, 222i
- Industrial machinery ---------- 227, 232, 240, 241
- Iron and steel and basic products ----- 245, 248, ---------- 249, 250, 254, 256, 257, 259
- Lumber and wood products --------- 261, 262, 264
- Mining ---------- 463
- Newspaper ---------- 476, 478, 479
- Nonferrous metals and products -------- 271, 272, ---------- 274, 278, 279, 281
- Paper and paper products ---------- 308, 311
- Petroleum and petroleum products -------313, 318
- Plumbing, heating, and refrigeration equipment ---------- 353, 357
- Printing and publishing ---------- 364, 367
- Radio and communications equipment.---- 371, 372
- Radio broadcasting ---------- 481
- Retail and wholesale trade ---------- 494, 495, ---------- 497, 500, 501
- Rubber and rubber products -- 376, 380, 383, 385
- Shipbuilding ---------- 389, 393, 395
- Textiles ---------- 399, 403
- Tobacco ---------- 405, 407
- Transportation--bus, streetcar, and taxicab ---- 556, 558, 559, 560, 564, 568, ---------- 569, 570, 571, 572
- Transportation equipment -------- 409, 412, 419
- Trucking and warehousing ---------- 576, 577, ---------- 581, 582, 583
- Utilities--gas, electric, and water - 586, 587, 590, 606, 609, 616, 622, 625
- Watches, toys, and novelties ---------- 424
- Water transportation -------- 631, 634, 635, 636

Over 500,000
- Aircraft ---------- 1, 5, 6, 8, 9, 10, 11
- Autos and auto parts -------- 13, 17, 20, 23, 24
- Auto service ---------- 441, 442, 443
- Bakery and confectionery - 26, 29, 31, 32, 33, 34
- Beverages ---------- 42
- Building materials ---------- 47, 49, 50, 60, 61
- Building service ---------- 445, 446, 447
- Canning and packing ---------- 64, 67

Over 500,000-Contd.
Chemicals and plastics -------- 75, 80, 81, 82, ---------- 88, 89, 104, 106, 107, 108
Clothing and apparel ---------- 122
Construction ---------- 454, 455, 456, 457
Electrical products -- 130, 131, 133, 135, 136, ---------- 140, 141, 143, 145, 146, 147, 148
Farm equipment ---------- 156
Food products -- 172, 173, 174, 176, 176a, 176b
Furniture ---------- 177, 179
Glass and clay products ---------- 186
Hardware and light industrial equipment ---------- 190, 191, 197, 204, 205, 207, 210, ---------- 214, 216, 217, 222
Industrial machinery ---------- 223, 226, 229, ---------- 231, 234, 235, 239
Iron and steel and basic products --- 244, 248, ---------- 249, 251, 253
Miscellaneous service trades --------- 460, 461
Newspaper ---------- 475, 480
Nonferrous metals and products ------ 271, 274, ---------- 275, 278, 281
Paint and varnish ----- 285, 286, 288, 290, 291
Paper and paper products ---------- 294, 298, ---------- 300, 304, 310
Petroleum and petroleum products ----- 319, 325
Pharmaceutical products --------- 329, 331, 340
Plumbing, heating, and refrigeration equipment ---------- 349, 354, 356
Printing and publishing ---------- 363, 364, ---------- 365, 366, 367
Radio communications equipment ---------- 373
Radio broadcasting ---------- 488
Retail and wholesale trade------ 493, 494, 495, ---------- 497, 498, 499, 502
Rubber and rubber products - 375, 381, 383, 384
Shipbuilding ---------- 396, 397
Telephone and telegraph ---------- 530
Textiles ---------- 402, 403
Tobacco ---------- 407
Transportation--bus, streetcar, and taxicab ---------- 551, 556, 557, 561, 562

Over 500,000-Contd.
Trucking and warehousing ---------- 578, 579, ---------- 580, 581, 583
Utilities--gas, electric, and water ---------- 593, 610, 613, 624
Watches, toys, and novelties ---------- 424
Water transportation ---------- 634
Interstate or Intercity operations
Air lines 425, 426, 427, 430, 431, ---------- 432, 433, 434, 436, 439
Building service ---------- 449
Canning and packing ---------- 65
Clothing and apparel ---------- 117
Construction ---------- 451, 455, 458
Glass and clay products ---------- 184, 188
Industrial machinery ---------- 230
Iron and steel and basic products --- 243, 246, ---------- 247, 253, 257, 259, 260
Lumber and wood products -------- 264, 267, 269
Miscellaneous service trades ---------- 459
Newspaper ---------- 475, 476
Nonferrous metals and products ---------- 272
Paper and paper products ---------- 299
Petroleum and petroleum products ---- 315, 318, ---------- 320, 323, 324, 326, 327
Radio broadcasting ---------- 481, 488
Retail and wholesale trade ---------- 498, 501
Shipbuilding ---------- 392
Telephone and telegraph ---------- 505, 513, ------ 515, 518, 522, 524, 526, 528, 544, 545
Textiles ---------- 400
Tobacco ---------- 405
Transportation--bus, streetcar, and taxicab ---------- 555, 559, 560, 562, 565
Trucking and warehousing ---------- 580, 581
Utilities--gas, electric, and water ---------- 585, 589, 591, 601, 602, ---------- 604, 608, 618, 619, 623
Watches, toys, and novelties ---------- 423
Water transportation ---------- 629, 631, 632, ---------- 633, 634, 636

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